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M. Thorpe obtient réparation

PRESQUE cinq ans après que l'Université Mount Allison lui eut refusé de le nommer professeur émérite, Michael Thorpe obtient son titre.

M. Thorpe, reconnu pour ses critiques véhémentes à l'endroit des administrateurs de l'université, a pris sa retraite en 1997, après 23 ans de service dans cet établissement. Le conseil d'université l'a nommé trois fois au cours des dernières années au titre de professeur émérite. Jusqu'à maintenant toutefois, le conseil d'administration a résolument refusé de lui accorder cet honneur.

La controverse a fait les manchettes à l'échelle nationale en 1998. Les membres du corps professoral ont signé une pétition soutenant le professeur. La Mount Allison Faculty Association a de plus demandé au Comité de la liberté universitaire de l'ACPPU d'enquêter sur la violation possible de la liberté universitaire ».

Le refus du conseil d'administration de reconnaître M. Thorpe était injustifié et injuste, a déclaré le syndicat qui a prétendu que le professeur était puni pour ses ardentes critiques de l'administration.

L'affaire a suscité une attention accrue lorsque trois autres professeurs de

Voir THORPE à la page A5

Alberta Asserts New Powers Over Campuses

FACULTY and students at Alberta's universities and colleges are concerned about proposed legislation that gives the province unprecedented powers over post-secondary institutions while failing to deal with the real needs of the institutions.

The Post-Secondary Learning Act (Bill 43), tabled in the provincial legislature in early May, gives the Alberta Learning Minister the power to dissolve university or college boards of governors and appoint administrators to assume board powers and duties. The legislation allows the minister to dissolve the council of student unions and appoint an administrator to run the organization. It also imposes a ban on strikes by academic staff and by graduate students who serve as "instructional staff."

Jeremy Mouat, president of the Confederation of Alberta Faculty Associations, said many features of the Act are of concern to the organization and plans to raise these concerns with the government over the summer.

"Perhaps the most depressing aspect of Bill 43 is its assumption that post-secondary education is solely vocational," Mouat said. "Campus Alberta, one of the bill's central ideas to coordinate and integrate Alberta's post-secondary institutions, exists to facilitate the acquisition of credentials — to train, rather than to educate students."

He said he's disappointed the legislative overhaul fails to recognize the unique value and strengths of the province's diverse post-secondary institutions.

"Bill 43 fails to address the chronic underfunding of our post-secondary sector, despite Alberta's current status as the wealthiest province in the country," he said.

"Alberta's two largest universities are struggling to control ongoing deficits, tuition fees have soared, leaving many students with high debt-loads, and nothing is being done to fix the system. There's certainly no advantage in being a student in Alberta."

John Hoddinott, president of the Association of Academic Staff at the University of Alberta, is also concerned about the bill.

"In 2008, the University of Alberta will celebrate its centenary, just three years after that of the Province of Alberta. Despite such a long association it appears that we still do not merit any respect from the government," Hoddinott said. "Premier Ralph Klein justifiably likes to brag about the 'Alberta Advantage' but he seems disinclined to recognize the role of the University of Alberta in helping to deliver it.

"Bill 43 is a mean piece of legislation that

See ALBERTA Page A10

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Mount Allison Redresses Mistreatment of Thorpe

Michael Thorpe

ALMOST five years after Mount Allison University denied Michael Thorpe an appointment as professor emeritus, he now has his title.

Thorpe, a vocal critic of administrators at Mount Allison, retired in 1997 after 23 years of service with the university. He was nominated three times over the last few years for emeritus status by the Mount Allison senate, but until now, the university's board of regents had steadfastly refused to grant him this honour.

In 1998, the controversy made national headlines. Faculty members signed a petition in support of Thorpe and the Mount Allison Faculty Association asked CAUT's Academic Freedom and Tenure Committee to investigate "possible violations of academic freedom."

The board's refusal to acknowledge Thorpe was unjustified and unfair, the union said, alleging the professor was being punished for his outspoken criticism of the administration.

The case drew increased attention when three other Mount Allison professors shunned the title, citing solidarity with Thorpe.

CAUT's findings, released in 2002, indicated that "in the past, the practice of conferring emeritus status at Mount Allison … was virtually automatic," and that it was "unprecedented for a senate nominee for emeritus status to be rejected by the board of regents." The committee that investigated the case concluded Thorpe was punished for exercising his right to criticize the administration.

Now, under a new university policy established last year, faculty emeriti designations are determined by the senate. The policy also allowed a review of past nominations, which gave Thorpe the chance to be properly recognized.

Thorpe accepted his honorary title at the university's 2003 convocation in May, along with his supporters George De Benedetti, Janet Hammock and Charles Scobie. ■

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LETTERS
COURRIER

Right Vision

I just wanted to say how much I enjoyed the President's Column in the May issue of the Bulletin — right on, Victor — sentiments well expressed and much needed.

NICHOLA HALL
Continuing Studies
University of British Columbia

War in Iraq Was Best of Two Evils

I wish I had Victor Catano's certainty (President's Column, Bulletin, May 2003) in opposing the recent Iraqi war, and urging that the UN replace the Americans in supervising Iraq's reconstruction. Though not without hesitations, I hold opposing views on both, from a progressive perspective.

The war likely was illegal. So too was Israel's bombing of Iraq's nuclear reactor two decades ago. So too would have been any pre-emptive attack on Germany prior to 1939. Legality is not the ultimate criterion for moral or prudent conduct. International law is beginning to modify the supremacy of sovereignty, reflecting a new discourse on human rights.

My support for the use of force to oust Saddam was clinched by reading reports by Amnesty International, Human Rights Watch, and others detailing the appalling scope and depth of the horrors of Saddam's regime, going back to his taking power in 1979.

Critics of the war offered a perfunctory acknowledgment of the brutality of Saddam's police state while passionately listing reasons for their opposition. The scenes of mass graves being reopened and thousands of Iraqis desperately trying to find traces of their missing relatives — some estimates as high as 300,000 — simply confirm the horrors described in those reports.

There was no other option but military force which would likely rid the Iraqis of this monstrous regime. Not sanctions, not inspections. I asked myself: if I were a professor trying to survive in Saddam's Iraq, what would I want? The answer was clear.

Most of the dire predictions about repercussions of the war have so far not come about. To the contrary, the war has concentrated the minds of other brutal regimes, notably the Baath rulers of Syria, to consider playing a constructive role in the region, liberalizing at home and curtailing their support for terror. At the same time, the war has so far revived the previously stalled Israeli-Palestinian peace process.

The idea of handing the task of controlling Iraq to the UN is frightening. Consider the litany of UN failures when faced with major tasks of preventing violence and restoring order and civil society. The horror in Congo is only the most recent, tragic case. Better to let the Americans and British stay in charge while using the expertise of UN agencies as needed.

A post-Saddam Iraq can emerge representing a synthesis of the best of Islamic/Arab civilization with elements of liberalism and democracy. Of course, this can all backfire. Instead of a liberal democracy, a Shia theocracy could take root. Saddam, if he is alive, and his remaining loyalist thugs could try to stage a comeback. Patience and firm resolve are needed. German de-Nazification trials and efforts, to eradicate a 12-year regime, lasted until the early 1950s. The Baathist dictatorship began in 1968.

Accidents and tragedies happen during war. Professor Catano is right. Americans should have done more to forestall the looting of Iraqi museums, universities and hospitals. Yet consider the billions looted by Saddam and his family and cronies, spent on dozens of lavish palaces and secret weapons programs, or stashed in foreign bank accounts.

Canadian academics and their universities should do all they can to reinvigorate Iraqi higher education. Perhaps CAUT can play a role in the restoration of academic freedom, and in the rebuilding of the universities. Better that than to hector the Americans and British into leaving prematurely, which would be disastrous.

MORTON WEINFELD
Chair in Canadian Ethnic Studies
Sociology, McGill University

Funding Imbalance Hurts Women

This letter is regarding the allegation by Professor Cohen, et al., that the Canada Research Chairs program discriminates against women (Commentary, Bulletin, May 2003).

The root of this problem is not discrimination against women, but rather that research funds allotted to the Social Sciences and Humanities Research Council are relatively low compared to those provided by the Canadian Institutes of Health Research and the Natural Sciences and Engineering Research Council. Since more female faculty are present in the social sciences and the humanities, it follows that they will be under represented in the CRC program which allots chairs to individual universities according to the value of research funds received from the three granting agencies. Currently, our culture generally supports higher funding for medical and scientific research relative to that in humanities and social sciences.

Regrettably, it is true that women are seriously under represented in many science and engineering faculties. In Canadian universities with PhD programs, only eight per cent of faculty positions in chemical engineering are held by women. In chemistry and biochemistry, the numbers are 12 per cent and 18 per cent. Accordingly, the proportion of female CRCs will be low in these disciplines, since the rates of success of female and male CRC applicants are identical.

More than 35 per cent of Canadian PhD graduates in chemistry since 1992 are women. Nevertheless, the proportion of female faculty has not increased substantially over the past decade. Women appear to favor careers such as the civil service, since it is perceived that such options are less risky than those in academia, where promotion to the highest levels is contingent upon performing research of internationally recognized stature.

The recent experience of our department in the hiring of a new faculty member in the field of inorganic materials is illustrative. Of the more than 40 applications, not one was from a female candidate.

G.W. BUCHANAN
Chairman, Chemistry
Carleton University

Les campus albertains : moins de pouvoirs

Le projet de loi, qui confère au gouvernement albertain des pouvoirs sans précédent sur les établissements postsecondaires tout en ne réglant pas les véritables problèmes auxquels ils sont aux prises, inquiète les professeurs et les étudiants des universités et des collèges de la province.

La Post-Secondary Learning Act (projet de loi 43), déposée à l'assemblée législative de l'Alberta au début de mai, accorde au ministre de l'Apprentissage le pouvoir de dissoudre les conseils d'administration des universités ou des collèges et de nommer des administrateurs qui assumeront les pouvoirs et les devoirs du conseil d'administration. Le projet de loi autorise le ministre à dissoudre le conseil des associations étudiantes et de nommer un administrateur pour diriger l'organisme. Il interdit également la grève aux universitaires et aux étudiants diplômés qui font office de « personnel enseignant ».

Jeremy Mouat, président de la Confederation of Alberta Faculty Associations, a affirmé que de nombreux aspects de la loi préoccupent l'association. Il prévoit en faire part au gouvernement pendant l'été.

« L'aspect le plus déprimant sans doute du projet de loi 43 est le fait qu'on y présume que l'enseignement postsecondaire est essentiellement professionnel », a déclaré M. Mouat. « Le Campus Alberta, l'une des idées maîtresses du projet de loi visant à coordonner et à intégrer les établissements d'enseignement postsecondaire de l'Alberta, existe pour faciliter l'acquisition de titres, pour former au lieu d'instruire la population étudiante. »

Il est déçu que la réforme législative ne reconnaisse pas la valeur et les forces uniques des divers établissements d'enseignement postsecondaire de la province.

« Le projet de loi 43 n'aborde pas le sous-financement chronique du secteur postsecondaire bien que l'Alberta possède le statut de province la plus riche du pays », a-t-il soutenu.

« Les deux plus grosses universités de l'Alberta luttent pour contrer des déficits permanents. Les droits de scolarité ont grimpé en flèche, ce qui laisse de nombreux étudiants et étudiantes lourdement endettés. On ne fait rien pour

Voir CAMPUS ALBERTAINS à la page A5

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Privatization Threatens Quality of Education Across the Americas

By VICTOR CATANO

PRIVATIZATION of education has increased over the past 10 years throughout the Americas, leading to deterioration in the quality of education in public schools, reduced access for lower-income citizens, and the use of public funds to subsidize private education. The mantra of governments has been more privatization, more commercialization and less public funding of education. All American countries have seen cuts in funding for public education and escalating tuition fees for post-secondary institutions. Public education is critical to the social and economic development of nations, and it is vital for the construction of democratic societies.

We have also seen the suppression of labour and union rights for education workers, particularly in Mexico and British Columbia. The B.C. government was recently condemned by the International Labour Organization for its legislation that allows employers to tear up freely negotiated collective agreements. In Latin American countries, government officials often refer to educators as "dangerous people." In Mexico, the government has passed legislation that effectively allows it to control trade unions and to create phantom unions in which workers are unaware of the existence of their union representation. In Colombia, 433 teachers have been murdered or have "disappeared" since 1987 and more than 1,000 have fled their homes under threat of death for participating in trade union activity.

These issues were discussed at last month's sixth Tri-National Conference in Defence of Public Education, hosted by CAUT and the Ontario Secondary School Teachers Federation. Every two years the Tri-National Coalition brings together representatives of public school (K–12) and post-secondary education workers, both academic and staff, who are concerned about the deterioration of the quality of education in public schools. Originally founded by public sector educational organizations from the United States, Canada and Mexico, the coalition now includes representatives from the Caribbean, as well as South and Central America. The common bond is a struggle to defend public education as a social right – a struggle that transcends national borders.

The North American Free Trade Agreement (NAFTA) led to the founding of the coalition in order to respond to NAFTA's impact on public education. The impending revisions to the General Agreement on Trade in Services (GATS) will have even more of an impact on public education should GATS be expanded. GATS is a multilateral agreement that defines restrictions on a broad range of government measures that in any way may potentially affect trade in services. These restrictions are legally enforceable and can be backed up through trade sanctions imposed by the World Trade Organization.

See PRIVATIZATION Page A6

LE MOT DU PRÉSIDENT

La privatisation menace la qualité de l'éducation dans les Amériques

Par VICTOR CATANO

AU cours de la dernière décennie, la privatisation de l'éducation s'est accentuée dans les Amériques, entraînant la détérioration de la qualité dans les écoles publiques, la réduction de l'accès pour les citoyens à faible revenu et l'utilisation des deniers publics pour subventionner l'enseignement privé. Le mantra des gouvernements est de privatiser et de commercialiser davantage ainsi que de réduire les fonds publics destinés à l'éducation. Dans tous les pays américains, l'éducation publique subit des compressions budgétaires et les établissements d'enseignement postsecondaire font face à la hausse des droits de scolarité. L'éducation publique est essentielle à l'essor socio-économique des pays et est capitale pour la construction des sociétés démocratiques.

Nous avons également été témoins de l'élimination des droits syndicaux des travailleurs et travailleuses de l'éducation, en particulier au Mexique et en Colombie-Britannique. L'Organisation internationale du travail a récemment blâmé le gouvernement de la Colombie-Britannique pour avoir adopté une loi qui permet aux employeurs de passer outre aux conventions collectives, sans contrainte. Dans les pays d'Amérique latine, les dirigeants qualifient souvent les éducateurs de « personnes dangereuses ». Au Mexique, le gouvernement a adopté une loi qui lui permet d'avoir la maîtrise des syndicats et de créer des syndicats fantômes dont les membres ne connaissent pas l'existence de leur représentation syndicale. En Colombie, 433 enseignants et enseignantes ont été tués ou sont « disparus » depuis 1987 et plus de 1000 ont fui leur foyer sous les menaces de mort parce qu'ils ont participé à des activités syndicales.

Ces questions ont fait l'objet de discussions lors du sixième congrès tripartite pour la défense de l'éducation publique qui a eu lieu le mois dernier. L'ACPPU et la Fédération des enseignantes et enseignants des écoles secondaires de l'Ontario en étaient les hôtes. Tous les deux ans, la Coalition tripartite réunit des représentants des écoles publiques, élémentaires et secondaires, ainsi que des universitaires et du personnel du secteur de l'enseignement postsecondaire préoccupés par la détérioration de la qualité de l'éducation publique. D'abord créée par des organismes en éducation du secteur public des États-Unis, du Canada et du Mexique, la coalition comprend aujourd'hui des représentants des Caraïbes, de l'Amérique centrale et du Sud. Tous ces organismes partagent une lutte commune pour défendre le droit social à l'éducation publique, une lutte qui transcende les frontières nationales.

L'Accord de libre-échange de l'Amérique du Nord (ALENA) est le déclencheur qui a fait naître la coalition en réaction à ses répercussions sur l'éducation publique. Les révisions imminentes de l'Accord général sur le commerce des services (AGCS) auront encore plus d'incidence sur l'éducation publique si celui-ci est élargi. L'AGCS est un accord multilatéral qui définit les restrictions imposées à un train de mesures gouvernementales, lesquelles pourraient influer sur le commerce des services. Ces restrictions sont

Voir PRIVATISATION à la page A6

Why Academic Boycotts Are Wrong

By DENA S. DAVIS

CALLS for an academic boycott of Israel and for universities to stop investing in Israeli companies have struck me with special force because I spent last spring as a Fulbright fellow in Israel, teaching bioethics at Bar-Ilan University, outside Tel Aviv. I take issues of complicity very seriously, and thus I tend to be sympathetic to boycotts of regimes – or corporations – whose behavior is especially disturbing. Further, I think calls for boycotts by private citizens are particularly appropriate when the United States is supporting the regime in question. So I have been asking myself if I would apply for a Fulbright to Israel today, and whether I would go to Israel now, if two years ago I had applied for a grant for this semester.

Boycott proponents' comparisons of Israel's treatment of Palestinians with apartheid have been unfortunate. The implication is that if a boycott of the apartheid regime in South Africa was morally appropriate, then a boycott of the current Israeli regime is called for as well. The references to South Africa's former government have wasted a lot of time and energy on the pointless question of whether Israel's human-rights abuses approach the level of that famously immoral regime.

I have absolutely no interest in that question. The questions that interest me are: Do Israel's occupation of the Gaza Strip and the West Bank and its treatment of the Palestinians constitute a serious abuse of human rights? I'd say yes. Do I think that economic pressure will force the Israeli government to withdraw from the occupied territories? Maybe; it's worth a try. Do I wish that the Bush administration would make aid to Israel contingent on dismantling the settlements? You bet. Because that is obviously a pipe dream, would I support other, nongovernmental boycotts? Yes. Would I then support an academic boycott? Never.

Academic boycotts undermine the basic premise of intellectual life that ideas make a difference, and the corollary that intellectual exchanges across cultures can open minds. Over the last decade, I have been fortunate enough to do a lot of travel related to my academic work; every trip reminded me of how important it is for people to talk with one another.

About 10 years ago, for instance, I was in Prague with my teenage son, staying in the home of Eva, a Czech physician at a geriatrics institute. Eva is a very bright woman with amazingly good English, whose own travel had been limited to the Soviet Union and the Balkans because her father's anti-Soviet politics had branded the entire family as untrustworthy. I gave a couple of talks on bioethics at Eva's institute, but the real learning went on in the evening, when Eva, her father, my son, and I sat around the kitchen table.

I was astonished to hear Eva's idea of race relations in America. She insisted that blacks and whites never rode public transport together, ate together, attended the same schools, or lived in the same neighborhoods. When I told her about the black family that owns the house next to mine and about my son's black social-studies teacher, she was amazed. She didn't think that I was lying, yet she could not easily give up the Soviet-instilled image of the United States that she had had all her life. Perhaps she was embarrassed to realize that, despite the passion with which Czechs had thrown off the Soviet regime, some aspects of that world had survived unquestioned. Eva and I both learned something about the power of propaganda from those kitchen talks.

What did I learn on my recent Fulbright adventure in Israel? I learned that the peace movement is not as moribund as it is regularly portrayed in the American press. Almost every afternoon, as I walked down Ibn Gvirol Street in Tel Aviv, I saw a group of young people holding a banner that called for the West Bank settlers to "come home" to Israel. They were astonished when I stopped to talk and offered to buy them ice-cream cones; they told me that these days, almost all visiting Americans are right-wing. Last May, I was one of 65,000 people who met in Rabin Square to demonstrate for peace. The crowd included the mother of an Israeli soldier who had been killed on guard duty that very week. My Fulbright host – an observant Jew so committed to peace that he and his wife, so as not to ride on the Sabbath, had arrived in Tel Aviv from Jerusalem the night before, stayed with relatives, and then walked three miles to the rally – gamely translated every speech and song for me.

I learned that life in Israel goes on despite the fear of terrorist attacks, and that the Israelis' situation, often called "unbearable" in the American press, does not begin to approach that of the Palestinians. Yes, I had colleagues who avoided buses, agonized over whether to allow their children to

See ACADEMIC BOYCOTTS Page A4

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ACTUALITÉS

L'ACPPU annonce les lauréats des prix en journalisme

NICK Martin, journaliste en éducation du Winnipeg Free Press, est le lauréat du prix national d'excellence en journalisme de cette année. M. Martin a reçu le Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire lors de la 54e assemblée du Conseil de l'ACPPU, en mai.

Affecté au secteur de l'éducation depuis 1997, M. Martin a remporté le prix dans la catégorie professionnelle pour une série d'articles mettant en évidence la situation financière précaire de l'Université de Winnipeg.

Zach Dubinsky, étudiant stagiaire au quotidien Montreal Gazette, a obtenu le prix d'excellence en journalisme dans la catégorie étudiante pour son article intitulé « McGill shrugged – Ayn Rand chair in philosophy not for us, university says » (Montreal Gazette, 27 juillet 2002).

Créés en 2001, ces prix sont décernés chaque année à deux journalistes canadiens qui incarnent le mieux l'excellence lorsqu'ils traitent de questions reliées à l'enseignement postsecondaire dans les médias étudiants, et lorsqu'ils livrent des reportages d'une qualité exceptionnelle dans la presse professionnelle, parlée et écrite. Chaque prix vaut 500 $.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre la candidature de journalistes pour ces prix. Les dossiers soumis sont jugés en fonction de leur pertinence, de l'originalité, de la qualité de l'enquête et de la recherche, de leurs conséquences possibles sur les décideurs et du respect des normes professionnelles de journalisme.

Le jury, composé de Catherine McKercher, de l'école de journalisme de l'Université Carleton, Mike Gasher, de l'école de journalisme de l'Université Concordia, et du professeur de communications à l'Université York David Skinner, ont sélectionné et jugé les candidatures pour les prix de 2002. ■

English on page A11.

Why Academic Boycotts Are Wrong

☞ From PAGE A3

go on school trips, and refused to enter restaurants that did not employ security guards. But when I went to hear Zubin Mehta conduct the Israel Philharmonic Orchestra, every seat was filled.

The contrast between my daily life and the way my life was envisioned by friends and colleagues back home was amazing, almost ludicrous. One person even e-mailed me to ask how it was possible to teach with tanks rumbling by. In reality, my days consisted of teaching, attending modern-dance performances, walking all over Tel Aviv and Jerusalem, reading on the beach, and hanging out in coffee shops. Not until a fellow Fulbright scholar took me to Ramallah did I see the war-torn vision that my American friends imagined as my daily experience.

The questions my students asked were fascinating. The law students were obsessed with the issue of how it is possible to run a country in which 50 states have separate legal systems. Both my law and philosophy students were disgusted with the fragmented state of Israeli politics, but they were appalled at the American two-party, winner-take-all system. They thought it unfair and undemocratic that a party that loses an election by only 1 per cent of the vote ends up with nothing.

Our most frequent topic, however, was the separation of church and state. In Israel, for example, the lack of civil marriage makes it impossible for a Jew to marry a non-Jew (unless the couple goes abroad to get married, in which case their union is acknowledged when they return to Israel). I saw that as a huge human-rights issue, but my Israeli acquaintances saw it as a minor inconvenience. Living in Israel made me realize that my deepest belief as an American is that a person's religion or ethnicity should be no business of her government.

In Israel, I discovered Web sites that provide information about daily life for Palestinians and how to donate money to help young Arabs become civil-rights lawyers, or to help Jewish and Arab women work toward peace. I also learned, as a Jew, to be much more comfortable with my criticism of the Israeli government. I no longer think of myself as being opposed to Israel, but as being in solidarity with Noam, Anat, Dafna, Or, Dov, Shyli, and all my other new Israeli friends who vote for peace, bring food to starving Palestinian villagers, and use their own bodies to prevent Israeli tanks from bulldozing Arab homes.

What I learned above all else is that academic boycotts are counterproductive. Only by talking with people, exchanging visits, and seeing for oneself can one effect change. I did a lot more to oppose the current regime in Israel by going there than I ever would have done by staying home. ■

Dena S. Davis is a professor at the Cleveland-Marshall College of Law at Cleveland State University. Her most recent book is *Genetic Dilemmas: Reproductive Technology, Parental Choices, and Children's Futures*, Routledge, 2001.

Reprinted from, with permission of the author and the publisher, The Chronicle of Higher Education, April 18, 2003.

The views expressed are those of the author and not necessarily those of CAUT.

CAUT's Sarah Shorten Award Goes to Ursula Franklin

May 2 — Ursula Franklin (centre) receives the Sarah Shorten Award from CAUT president Victor Catano & Edith Zorychta, chair of CAUT's Status of Women Committee.

DISTINGUISHED scientist, humanitarian and feminist Ursula Franklin is the 12th recipient of CAUT's Sarah Shorten Award. Renowned for her achievements in the field of metallurgy, Franklin has also worked tirelessly to bring a humane and feminist voice to the world of science.

In 1967, she was the first woman appointed to the University of Toronto's metallurgy and materials science department, and in 1984 she was the first woman to be given the title of University Professor — the highest honour awarded by the University of Toronto.

Her scientific and teaching career has been combined with her deeply-held conviction that scientist and non-scientist alike must fully explore the consequences of science and technology.

A specialist in the study of metals and alloys, she pioneered the development of archaeometry, which applies the modern techniques used in materials analysis to archaeology. In the early 1960s, she used this expertise to help investigate the levels of strontium 90 — a radioactive substance present in fallout from nuclear weapons testing — in children's teeth. This work was instrumental in the U.S. government's discussions about stopping nuclear weapons testing in the atmosphere.

She has participated actively in such organizations as Science for Peace and Pollution Probe, and has provided technical expertise for many community groups on subjects such as pollution and radiation.

In 1989, Franklin delivered the Massey Lectures, originally broadcast as part of CBC Radio's Ideas series and subsequently published in book form. The lectures, named "The Real World of Technology," were an attempt to understand how science and technology shape our society and are, in turn, shaped by the demands that society makes of them.

About women in science, Franklin feels that female scientists use the tools of science to answer questions that may not otherwise be asked by their male counterparts. She observes that women bring to science a spirit of cooperation as well as a concern for the connection between knowledge gained and its potential impact on communities, rather than its economic impacts. When looking at the history of women in science, she asserts that women have established new fields of, and made some of the most profound contributions to, interdisciplinary research.

Franklin has received numerous honours and tributes including the Order of Canada, the Order of Ontario, the Governor General's award, the Pearson Peace Medal, and more than a dozen honorary degrees. In 1995 the Toronto Board of Education named a new public school as the Ursula Franklin Academy.

Franklin has also been one of the moving forces in the efforts to change many aspects of university life for women: She fought to reveal and eliminate gender discrimination in salary and benefits. Within engineering, working as a woman in a discipline where few females gained access, she was sensitive to the unrecognized contributions of other women and worked to bring a humanitarian and feminist voice to the world of science.

"Professor Ursula Franklin is a truly extraordinary woman who has made an exceptional contribution within our Canadian universities as a scholar, educator and innovator," said Edith Zorychta, chair of CAUT's Status of Women Committee. "She is also one of the most influential and effective activists on behalf of women. It is our honour to give her the Sarah Shorten Award."

The award was established in memory of the late Sarah Shorten, who served two terms as president of CAUT, and is presented each year to recognize outstanding achievements in the promotion of the advancement of women in Canadian universities.

Franklin accepted the award at CAUT's 2003 Council meeting in Ottawa May 2. ■

AAUP Report Criticizes Treatment of Al-Arian

A REPORT released last month by the American Association of University Professors says the University of South Florida violated the academic rigbts of a controversial professor who it suspended and later dismissed without giving him an opportunity to respond to charges made against him.

The findings follow a year-long investigation by AAUP's committee on academic freedom and tenure into the university's actions against Sami Al-Arian, a Palestinian-born computer science and engineering professor with alleged ties to terrorism.

Al-Arian was arrested earlier this year following his indictment by a federal grand jury, charging him and others with criminal activities relating to international terrorism.

"The criminal charges against him, while manifestly very serious, remain to be proven in a court of law," AAUP's report says. "With respect to his dismissal, its implementation before he had any opportunity to defend himself against the administration's charges is fundamentally at variance with [AAUP's] long-standing insistence on academic due process. Beyond that, the principle of 'innocent until proven guilty' ought to be observed in our institutions of higher learning no less than it is in our courts."

Despite the recent criminal charges against Al-Arian, AAUP's investigating committee says the USF administration acted in disregard of academic due process by "not having consulted with an appropriate faculty body before notifying Professor Sami Al-Arian of its intent to dismiss him," and by not "allowing him an opportunity to be heard."

Al-Arian's troubles began in the fall of 2001, when he appeared on a Fox News program and was accused of having links to terrorist organizations. He denied the accusations, but soon after received an anonymous death threat which prompted the university to suspend him, claiming his presence on campus raised safety concerns.

But, the AAUP report says even when safety concerns subsided, Al-Arian remained on suspension for another 15 months, "an unconscionable amount of time."

AAUP's committee found "the administration had for all practical purposes already removed him from his tenured position at the university without having afforded any of the basic elements of academic due process."

Last August, the university administration took the unprecedented step of asking a Florida state court to rule whether firing Al-Arian would violate his constitutional rights. At that time, USF alleged Al-Arian was using his academic position at the university to "raise funds for a terrorist organization." The case was thrown out.

After his arrest in February of this year, Al-Arian was fired by the university.

In a written response to AAUP's report, USF president Judy Genshaft and provost David Stamps deny the university violated any of the professor's academic rights.

"The university's termination of Professor Al-Arian does not relate to his discussion of controversial topics within the classroom, his extramural utterances, or the impact of those utterances," they say. "The action was based on misconduct … outside the classroom: misconduct that Professor Al-Arian has avoided contesting."

AAUP will present its findings at the association's annual meeting in June, at which time a vote will be held to determine whether the University of South Florida should be censured for its handling of the case. ■

The AAUP's University of South Florida Report is available at www.aaup.org/Com-a/Institutions/USF.htm.

Version française à la page A6.

M. Thorpe obtient réparation

☞ Suite de la PAGE A1

l'université ont rejeté le titre en gage de solidarité avec leur collègue.

D'après les conclusions de l'ACPPU, rendues publiques en 2002, « par le passé, l'usage de conférer le titre de professeur émérite à l'Université Mount Allison … était pratiquement automatique » et « le conseil d'administration a causé un précédent en refusant la recommandation du conseil d'université ». Le comité qui a enquêté sur l'affaire a conclu que Michael Thorpe avait été puni pour avoir exercé son droit de critiquer l'administration.

D'autre part, en vertu d'une nouvelle politique de l'université adoptée l'année dernière, le titre de professeur émérite est déterminé par le conseil d'université. La politique permet également un examen des nominations antérieures, ce qui a donné à M. Thorpe la chance d'être reconnu comme il se doit.

Michael Thorpe a accepté son titre honorifique en mai, lors de la collation des grades de 2003, de même que ses collègues solidaires, George De Benedetti, Janet Hammock et Charles Scobie. ■

Les campus albertains

☞ Suite de la PAGE A2

améliorer le système. Il n'y a certainement aucun avantage à être un étudiant en Alberta. »

John Hoddinott, président de l'Association of Academic Staff University of Alberta, critique lui aussi le projet de loi.

« En 2008, l'Université de l'Alberta fêtera son centenaire, tout juste trois ans après celui de la province. Malgré une aussi longue association, il semble que nous ne méritions pas encore le respect du gouvernement », a déploré M. Hoddinott. « À bon droit, le premier ministre Ralph Klein aime vanter l'avantage de l'Alberta, mais il ne semble pas enclin à reconnaître le rôle de l'Université de l'Alberta pour l'aider à le réaliser.

« Le projet de loi 43 est mauvais et sous-entend que nos établissements d'enseignement sont mal dirigés et qu'ils ont peut-être besoin de l'être directement par décret ou par directive ministérielle. Nous méritons mieux pour ce que nous offrons. »

Les professeurs ne sont pas les seuls à critiquer la loi. Les dirigeants étudiants sont mécontents de la disposition qui permet au gouvernement de prendre la maîtrise d'une association étudiante s'il estime que les affaires de celle-ci sont administrées avec irrégularité.

« Cette disposition retire le pouvoir aux étudiants qui nous élisent pour le céder au gouvernement », a déclaré Shirley Barg, présidente du Council of Alberta University Students. « Et c'est fichtrement effrayant. »

Le projet de loi 43 remplacera des lois actuelles, soit l'Universities Act, la Colleges Act, la Technical Institutes Act et la Banff Centre Act. Le ministre de l'Apprentissage Lyle Oberg a déclaré qu'il visait à faire adopter le projet de loi à l'automne après un long processus de consultation qui durera tout l'été. ■

English on page A1.

NEWS ACTUALITÉS

B.C. Removes Teachers' Role as Self-Governing Professionals

BRITISH Columbia's public school teachers say the provincial government is trying to silence their criticism by eliminating teachers' ability to govern the profession.

Under proposed changes to the Teaching Profession Act introduced in the provincial legislature last month, the structure of the B.C. College of Teachers will be radically altered. At present, 20 people sit on the college's governing council: 15 are elected by teachers and five are appointed. Under the new legislation, eight people will be elected, 11 will be political appointees chosen by the minister of education and one will be nominated by the deans of education.

"In other words, these changes give a politician, rather than the professionals, effective control over the college," said Neil Worboys, president of the B.C. Teachers' Federation. "The minister is taking control of the profession away from teachers and giving it to her political friends."

The changes are needed to ensure greater "public accountability" over the college, Education Minister Christy Clark said in defending her government's actions.

"The public was poorly represented on the college council under the previous structure," she said. "Now, the council will have representation not only from teachers, but also the public, parents and other education partners."

Along with changes in the college's representation, the emerging legislation will also allow parents to file complaints with the college.

"At present, there is no mechanism for the public to directly make a complaint to the college regarding a teacher's conduct," Clark commented. "The changes we're making will ensure greater input for parents, including the right to directly raise concerns about teacher misconduct. These changes will help increase public confidence in teacher competency and the education system."

But the federation says the Education Minister is misleading the public about the college.

"Parents have always had the ability to go to the college with any complaints," Worboys explained. "The legislation will not help parents because it will add another layer of bureaucracy to the problem-solving process."

He noted that when the government of Mike Harris formed the Ontario College of Teachers, the number of parental complaints doubled and a large backlog soon developed. College investigations resulted in long delays, he said, and issues were often referred back to local school boards.

"Many parents ended up feeling like they'd just gone on a long and winding road back to square one. How does that help parents? More important, how does it help students?"

He said teachers are distressed that the minister is attempting to cast parents and teachers as adversaries when the vast majority are allies with students' best interests at heart.

"This is the latest in a series of attacks on teachers by the Liberals," Worboys says. "First they took away our right to bargain collectively. Then they gutted our collective agreement and imposed a contract that they refused to fund. Now we see them attacking our profession itself." ■

Information on B.C.'s transitional college council is available at www.2.news.gov.bc.ca/nrm_news_releases/2003BCED0044-000551.htm.

Un rapport de l'AAUP critique le traitement fait à Sami Al-Arian

DANS son rapport rendu public le mois dernier, l'American Association of University Professors soutient que l'University of South Florida a enfreint les droits universitaires du controversé professeur qui a été suspendu, puis congédié, sans avoir eu l'occasion de répliquer aux accusations pesant contre lui.

Les conclusions font suite à une enquête menée pendant un an par le comité sur la liberté universitaire et la permanence de l'AAUP sur les mesures prises par l'université contre Sami Al-Arian, un professeur de génie et d'informatique d'origine palestinienne accusé d'avoir des liens avec le terrorisme.

Il a été arrêté plus tôt cette année après sa mise en accusation par un grand jury fédéral. Le professeur et d'autres personnes sont accusés d'activités criminelles reliées au terrorisme international.

« Il demeure que les accusations criminelles, bien qu'elles soient manifestement graves, doivent être prouvées devant un tribunal », affirme l'AAUP dans son rapport. « Son congédiement, qui est entré en vigueur avant même que le professeur puisse se défendre contre les accusations de l'administration, contredit fondamentalement l'AAUP qui insiste depuis longtemps sur le respect de la procédure établie à l'université. Au-delà de cela, le principe selon lequel une personne est innocente jusqu'à preuve du contraire doit être observé dans nos établissements d'enseignement supérieur comme il l'est devant nos tribunaux. »

En dépit des accusations criminelles portées récemment contre le professeur Al-Arian, le comité d'enquête de l'AAUP soutient que l'administration de l'USF a agi sans tenir compte de la procédure établie en ne consultant pas le comité professoral compétent avant d'informer Sami Al-Arian de son intention de le congédier et en ne lui donnant pas la possibilité de se faire entendre.

Les problèmes du professeur ont commencé à l'automne 2001, lorsqu'il a participé à une émission de Fox News et qu'il a été accusé d'avoir des liens avec des organismes terroristes. Il a réfuté les accusations, mais peu après, il a reçu une menace de mort anonyme qui a poussé l'université à le suspendre en prétendant que sa présence sur le campus comportait des dangers.

Selon le rapport de l'AAUP toutefois, la suspension du professeur a été maintenue pendant quinze mois, une durée excessive, et ce, même si les problèmes de sécurité subsistaient.

Le comité de l'AAUP a conclu que l'administration lui avait à toutes fins pratiques retiré son poste permanent à l'université sans lui avoir accordé aucun des recours fondamentaux de la procédure établie.

En août dernier, l'administration a fait un geste sans précédent en demandant à un tribunal d'état de la Floride de déterminer si le congédiement de Sami Al-Arian enfreignait les droits constitutionnels de celui-ci. L'USF prétendait alors que le professeur se servait de son poste d'universitaire pour amasser des fonds à l'intention d'un organisme terroriste. L'affaire a été rejetée.

L'université a congédié M. Al-Arian après son arrestation en février dernier.

Dans leur réponse écrite au rapport de l'AAUP, la rectrice de l'USF Judy Genshaft et le vice-recteur David Stamps ont nié que l'université avait enfreint les droits universitaires du professeur.

« Le congédiement du professeur Al-Arian n'est pas lié à la discussion de sujets controversés dans ses classes, à ses déclarations hors des murs de l'université ou au contrecoup de ces déclarations », ont-ils affirmé. « La décision se fonde sur une mauvaise conduite ... à l'extérieur des salles de cours : une mauvaise conduite que le professeur Al-Arian a évité de contester. »

L'AAUP présentera ses conclusions à son assemblée générale en juin. Un vote se tiendra pour déterminer si l'University of South Florida devrait faire l'objet d'une censure en raison de la manière dont elle a traité l'affaire. ■

Le rapport de l'AAUP se trouve à www.aaup.org/Com-a/Institutions/USF.htm.

English on page A5.

Privatization Threatens Quality of Education

☞ From PAGE A3

The GATS commits its members to encouraging trade liberalization in the form of increased privatization, contracting out of public services and deregulation. While most governments maintain that public education services generally, including higher education, are not subject to GATS and are exempt from it, it is very likely that public education could not meet the criteria needed to gain exemption. GATS will apply to "private" or "commercial" education. Under GATS, the distinction between public and private education services will be difficult to make.

The United States, New Zealand, Australia and Japan have proposed further liberalization of trade in education services as part of GATS discussions. These proposals reflect national corporate interests that see education as a growth centre generating future profits in a knowledge-based economy. These proposals would lead to the removal of restrictions on educational institutions operating in other countries, including the removal of "obstacles" such as preferential tax treatment for domestic institutions, bans on the presence of foreign institutions, restrictions on online learning material from foreign providers, and requirements for foreign academics entering and leaving countries. The inclusion of commercial education in GATS poses a serious threat to public education.

What can be done? Delegates at the tri-national conference endorsed an alternative international framework for higher education presented by CAUT. This new international instrument would:

- Recognize that education is a public good and a human right;
- Respect cultural and linguistic diversity;
- Promote equality within and between countries; provide full equality for equality-seeking groups; and, respect the rights of Aboriginal people;
- Establish global institutions that are open and transparent, that recognize the priority of human, labour and environmental rights over commercial rights; and
- Preserve the ability of national governments to regulate education in the public interest; to maintain and expand publicly-provided education independent of market pressures and free trade disciplines.

The conference ended with commitments to work throughout the Americas to support and to defend public education and to maintain public education as a right of all citizens. Our challenge, now, is to transform the alternative international framework into a reality. ■

La privatisation menace la qualité de l'éducation dans les Amériques

☞ Suite de la PAGE A3

exécutoires et peuvent s'appuyer sur des sanctions commerciales imposées par l'Organisation mondiale du commerce.

Les membres de l'AGCS s'engagent à promouvoir la libéralisation au moyen d'une privatisation accrue, de l'impartition des services publics et de la déréglementation. La plupart des gouvernements soutiennent que les services publics d'éducation en général, dont l'enseignement postsecondaire, ne sont pas assujettis à l'AGCS et en sont soustraits. Toutefois, il est fort probable que l'éducation publique ne puisse satisfaire aux critères de l'exemption. L'accord s'appliquera à l'éducation « privée » ou « commerciale ». En vertu de l'AGCS, il sera difficile de faire la distinction entre les services éducatifs publics et privés.

Les États-Unis, la Nouvelle-Zélande, l'Australie et le Japon ont proposé une plus grande libéralisation du commerce des services éducatifs dans le cadre des discussions de l'AGSC. Leurs propositions reflètent des intérêts commerciaux nationaux qui considèrent l'éducation comme un pôle de croissance et une source de profits dans l'économie du savoir. Ces propositions supprimeraient les restrictions relatives aux établissements d'enseignement qui sont présents dans d'autres pays. Elles éliminéraient également des « obstacles » comme le traitement fiscal préférentiel accordé aux établissements nationaux, l'interdiction des établissements étrangers, les restrictions au matériel d'apprentissage virtuel de fournisseurs étrangers et les exigences imposées aux universitaires étrangers à leur arrivée et à leur départ. L'ajout de l'éducation commerciale à l'AGCS menace gravement l'éducation publique.

Que pouvons-nous faire? Les délégués au congrès tripartite ont approuvé un nouveau cadre international pour l'enseignement post-secondaire que l'ACPPU a présenté. Ce nouvel instrument énoncerait les paramètres suivants :

- Reconnaître que l'éducation est un bien public et un droit humain;
- Respecter la diversité culturelle et linguistique;
- Promouvoir l'égalité à l'intérieur des pays et entre eux, assurer l'égalité aux groupes d'équité, et respecter les droits des peuples autochtones;
- Créer des institutions mondiales, libres et transparentes, qui admettent la présséance des droits humains, syndicaux et environnementaux sur les droits commerciaux;
- Préserver la capacité des gouvernements nationaux à réglementer l'éducation pour le bien commun, à maintenir et à donner de l'ampleur à l'éducation subventionnée par les deniers publics, une éducation indépendante des pressions du marché et des disciplines du libre-échange.

Le congrès s'est terminé par des engagements à travailler dans toutes les Amériques au soutien et à la défense de l'éducation publique et à maintenir l'éducation publique comme un droit pour tous les citoyens et citoyennes. Notre défi consiste maintenant à concrétiser le nouveau cadre international. ■

BOOKSHELF
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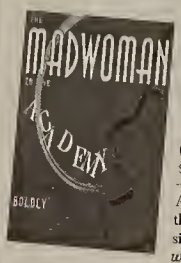
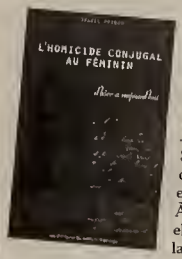
QUICK REVIEWS



The Madwoman in the Academy: 43 Women Boldly Take on the Ivory Tower

Deborah Keahey & Deborah Schnitzer. Calgary: University of Calgary Press, 2003; 215 pp; paper $24.95 CA.

An original and highly subversive critique of the academy by women affiliated with universities and colleges across Canada, *The Madwoman in the Academy* explores topics familiar to women working in academia around the world: the clash between family and work, the politics of academe, and the rifts between an academic career and political activism. Contributors offer writings in a wide range of genres, including personal essays, poetry, short stories, dialogues, and other innovative formats, daring to confront their experiences with energy, anger, wit and humour. Ranging from the playful to the painful, *The Madwoman in the Academy* offers contributors well known to literary communities alongside new and feisty voices that will forever change readers' ideas about the relationship between women and the academy.



L'homicide conjugal au féminin : d'hier à aujourd'hui

Sylvie Frigon. Montréal : les éditions du remue-ménage, 2003; 160 p.; 19,95 $CAN (cartonné).

Sylvie Frigon analyse les dossiers de femmes condamnées à la peine de mort au Canada entre 1866 et 1954 pour avoir tué leur mari. À la lumière d'un riche matériel d'archives, elle retrace les temps forts des procès, peint la société de l'époque, puis décrit les histoires et les représentations de ces femmes « maricides ». Elle examine ensuite les récentes décisions légales et porte une attention particulière à la décision charnière de la Cour suprême concernant le cas Lavallee en 1990 : en effet, Angélique Lyn Lavallee sera acquittée de l'homicide de son mari grâce à l'admissibilité de la preuve d'expert sur le syndrome de la femme battue, une première au Canada. Enfin, l'auteure nous invite à écouter les récits et parcours de femmes « maricides » au Canada, en France et en Belgique ainsi que des avis de spécialistes travaillant auprès d'elles à titre d'avocats, psychiatres ou psychologues. Ces entretiens permettent de mieux saisir la signification du geste, le traitement judicaire, de même que les limites de la logique pénale.

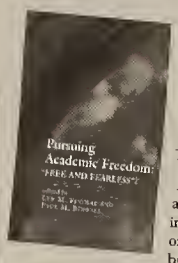
Setting the Agenda: Jean Royce and the Shaping of Queen's University

Roberta Hamilton. Toronto: University of Toronto Press, 2002; 353 pp; hardcover $45 CA.

As registrar of Queen's University, Jean Royce shaped the university's development, and personified the university for generations of students. Appointed in 1933 by men who sought to exclude women from positions of authority, Royce navigated the precarious gendered environment of institutional life for 35 years. As gate-keeper and talent scout, she encouraged all who qualified, revealing herself to be out of sympathy with those who would preserve Queen's as a Protestant men's club or English-Canadian enclave. Attentive to detail and internationalist in vision, she became the most powerful woman ever to work at Queen's. Her forced retirement at the age of 64 devastated her, but following her election by alumni to the board of trustees she played a key role in expanding educational opportunities for women. Spanning the first eight decades of the 20th century, Royce's life provides a lens for looking at working-class family life before the Great Depression, social mobility through education, feminism's continuing presence in the 20th century, and the constraints and possibilities for single women in work, relationships, cultural life and international travel. Centrally, her life provides a close look at the development and politics of a major Canadian university.

Quick Reviews produced from information supplied by publishers.

Exploring the Limits of Academic Freedom



Pursuing Academic Freedom: "Free and Fearless"?

Len M. Findlay & Paul M. Bidwell, eds. Saskatoon, Saskatchewan: Purich Publishing Ltd., 2001; 245 pp; paper $28.50 CA.

By PATRICK D'NEILL

PEOPLE seem to agree that Academic Freedom is a Good Thing, leaving the impression they also agree on what it means, who should be entitled to it and in what context, and whether or not it has limits or what they should be. In fact, however, its meaning, limits and relationship to concepts such as tenure and intellectual property are all open to debate. And not everyone even agrees that it is a Good Thing.

Stanley Fish, for instance, says "Academic freedom is a bad idea, a dubious principle that confuses eccentricity with genius and elevates pettiness, boorishness, and irresponsibility to the status of virtue. [It] evacuates morality by making all assertions equivalent and, because equivalent, inconsequential."

He then further complicates matters by saying that while he scorns academic freedom as a concept he supports it in practice and would do anything in his power to protect it. There must be aspects of this Good Thing that would repay serious exploration.

Such exploration took place at the University of Saskatchewan in 1996 in a conference entitled "Academic Freedom: The History and Future of a Defining Idea." The essays in *Pursuing Academic Freedom* are based on presentations at that conference.

The book covers a wide range of ideas about academic freedom including its link with tenure (Len Findlay, Victor Dwyer), its status in light of unionization (Peter MacKinnon), whether students have a right to academic freedom and what form it should take (Susan Vincent, Jackie Heslop), censorship in the academic library (Linda Fritz), academic freedom in public schools (Paul Clarke, Lyle Vinish), and academic freedom as a Eurocentric concept (Marie Battiste, Shelley Wright).

I propose to focus on some key themes and to offer a flavour of the arguments about those issues by chapter authors or by other academics cited in the book. These issues include the threats to academic freedom, whether there are any legitimate limits to its exercise, and the compatibility of academic freedom and the inclusive university.

What Threatens Academic Freedom?

Michiel Horne, who has written the definitive Canadian account of this topic (*Academic Freedom in Canada: A History*), was the keynote speaker at the conference. In his chapter "Academic Freedom in Canada, Past, Present, and Future," Horne says the threats to freedom of expression, teaching, and inquiry have shifted over time. In the first half of the 20th century ideas were censored because they challenged the powerful. Horne refers to the Crowe case which was foundational in CAUT's role as defender of freedom of expression in the academy.

This early threat from the right is fiercely documented in Jerry Zaslove's chapter, "The Lost Utopia of Academic Freedom." Zaslove was a founding faculty member at Simon Fraser University, and a witness to "The history of blacklisting, firings, smearing, bullying, lying, gossiping, red-baiting, fear-mongering, stereotyping and scapegoating ..."

But later, the source of threat shifted from right to left. Horne refers to political correctness that seemed to demand that ideas and their expression be toned down for fear of offending newcomers to the academy. In the Jeanne Cannizzo case at Scarborough, for example, a professor was hounded from the classroom because some of her students (and their supporters) disliked the content of a show she had earlier curated at the Royal Ontario Museum.

Horne's censure of political correctness is unequivocal: "It has traditionally been deemed essential to academic freedom that teachers determine the content of their courses. Suggestions that these be changed to match changes in the composition of the student body, for example, offend against this principle ... To require change on demographic or political grounds ... threatens academic freedom at the core." (pp. 30–31)

Moving to the current state of affairs and predicting the near future, Horne suggests the main threat to academic freedom is increasingly the demand that universities become more businesslike. Scholarship must serve a financial agenda. Much current research "is seen ... as frivolous self-indulgence that the economy cannot, and the university should not, sustain in an era where public financial support is declining." (p. 32)

The problem is not restricted to the intrusion of corporations as research sponsor. Horne notes the benefit of faculty research to student teaching is not clear, and some argue such research, *since it competes* for time, is actually conducted at the expense of teaching.

The problem of commercialization is also considered by several other authors in this book. Howard Woodhouse, in "Are Closer Ties with Business Undermining Academic Freedom?" argues that "if knowledge is reduced to an instrument for accumulating private wealth, its ability to be shared among a community of scholars simply will not survive." (p. 144)

Having established that academic freedom is not safe in the academy, we might now ask how safe it should be. Perhaps, in its traditional form, it is not only threatened but is also a source of threat. Various chapter authors take up aspects of this question in debating the limits of academic freedom, and in particular its relationship to the emerging ideal of inclusivity.

Can We Say Anything?

Does academic freedom mean professors in the academy are free to say anything? Yes, says Marvin Brown, a member of the psychology department at the University of Saskatchewan. In a chapter entitled "Academic Freedom – The Troubling Present and Questionable Future," Brown says: "In the university, there is no thought that cannot be entertained, and no topic or question that cannot or should not be investigated ... No topic is 'inappropriate!' Indeed, it is inevitable (in fact, desirable) that some of our views and subjects of inquiry will be offensive to someone." (p. 45)

A historian is allowed to question whether the holocaust occurred, a biologist can advance the creationist position, a psychologist can investigate psychic phenomena. The fact that some opinions are considered too outlandish for the academy leads Brown to conclude that "academic freedom is barely alive, and certainly not well in the academy today." (p. 46)

Some faculty members are much more qualified in their support for academic freedom as traditionally conceived. Janice Drakich, Marilyn Taylor, and Jennifer Bankier, quoted by Horne, put the case this way: "Should all 'verbal behaviour,' such as words in a classroom, be automatically protected by the concept of academic freedom? We would argue that the answer is no. Words cease to be an expression of academic freedom when they have an effect that interferes

See ACADEMIC FREEDOM Page A11

Une commission d'évaluation de la qualité de l'éducation en C.-B.

Les professeurs d'université et de collège de la Colombie-Britannique préviennent que la nouvelle commission d'évaluation de la qualité des diplômes (Degree Quality Assessment Board), annoncée le mois dernier, diminuera la qualité et l'accessibilité de l'enseignement postsecondaire dans la province.

« Je crains que le véritable motif soit de permettre aux entreprises à but lucratif d'offrir des programmes postsecondaires menant à un diplôme sans avoir à satisfaire aux mêmes normes élevées que nos établissements publics », a déclaré Rick Coe, président de la Confédération of University Faculty Associations of B.C. « Sinon, pourquoi ne pas laisser simplement les établissements privés suivre le processus existant pour satisfaire aux normes existantes? »

La commission, nommée pour surveiller l'essor de nouvelles universités privées et de nouveaux programmes privés menant à des diplômes, découle de la Degree Authorization Act, loi adoptée par l'assemblée législative provinciale l'année dernière. À l'heure actuelle, seuls les établissements postsecondaires publics ou religieux et privés ont le pouvoir de conférer des grades.

Selon Cindy Oliver, présidente de la College Institute Educators' Association of B.C., l'insistance du gouvernement Campbell à favoriser la « privatisation » aura de graves conséquences pour les étudiants et leur famille.

« Les Britano-Colombiens accordent une grande valeur à leurs collèges, collèges universitaires, instituts et universités publics et veulent que l'enseignement postsecondaire demeure public et abordable », ajoute-elle.

La « privatisation » aura de graves conséquences pour les étudiants.

Faisant remarquer que la nouvelle commission d'évaluation est principalement formée de gens d'affaires et de cadres supérieurs, Mme Oliver a déclaré que la population devrait redouter qu'un ensemble de priorités d'entreprises orientent la planification pédagogique de la province.

« Nous perdons la participation et les perspectives des étudiants, des professeurs et du personnel, ce qui est une perte considérable en ce qui concerne la manière dont les nouveaux diplômes et les nouveaux établissements seront évalués », a-t-elle signalé.

En faisant connaître les personnes nommées à la commission, la ministre de l'enseignement supérieur Shirley Bond a déclaré que le nouveau processus d'octroi des grades est conçu pour faciliter l'accès aux études postsecondaires. Elle a cependant donné peu de détails sur les critères que la commission utilisera pour juger les nouveaux programmes.

Les professeurs de la province craignent que les programmes privés menant à un diplôme soient jugés avec moins de rigueur que les programmes publics.

« Si nous voulons maintenir l'excellente réputation des diplômes de la Colombie-Britannique, la commission d'évaluation de la qualité des diplômes doit donc imposer aux établissements privés les mêmes normes élevées que nos établissements d'enseignement publics conférant des grades », a conclu M. Coe. ■

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Committee of Inquiry Formed for Chun Dispute

In early June, CAUT's executive committee established an independent committee of inquiry into the situation of Dr. Kin-Yip Chun, a physicist at the University of Toronto.

"We hope the committee can get to the heart of this very contentious situation that has eluded successful remedy," said CAUT executive director James Turk.

In the early 1990s, Chun filed a complaint with the Ontario Human Rights Commission alleging racial discrimination in his denial of a tenure track position in the physics department at U of T.

After a lengthy inquiry, commission staff issued a report in early 2000 which concluded: "The totality of the evidence corroborates the complaint's allegations on a prima facie basis that his race, colour, ancestry, place of origin and ethnic origin were factors in his failure to obtain an academic appointment and that he was subject to a series of reprisals culminating in his dismissal." The report recommended a hearing by a board of inquiry, which the commission declined to establish.

The matter appeared resolved seven months later as a result of a mediated agreement that saw Chun appointed as a U of T research scientist and associate professor (without tenure), and a member of the graduate department of physics. In addition, he received start-up funds for his research, personal compensation, and compensation for his legal fees.

Kin-Yip Chun

— FILE PHOTO —

Since then, there have been allegations of serious violations of the settlement agreement and of Chun's academic freedom and human rights.

The committee of inquiry has been asked to investigate the dispute between Chun and the U of T; to determine whether there were breaches of or threats to his academic freedom, to his human rights and to his rights as a faculty member; to determine whether there were violations of the September 2000 settlement agreement; to determine how allegations of systemic as well as covert discrimination can be handled by academic institutions to allow issues to be dealt with fairly, thoroughly and expeditiously; and, to determine appropriate ways for such disputes to be resolved.

Committee members will be announced shortly. ■

B.C. Gives Board Control of Degree Approval

University and college faculty in British Columbia are warning the new Degree Quality Assessment Board unveiled last month will lower the quality and accessibility of post-secondary education in the province.

"I fear the real motive is to allow private for-profit businesses to offer B.C. post-secondary degrees without having to meet the same high standards as our public post-secondary institutions," said Rick Coe, president of the Confederation of University Faculty Associations of B.C. "Otherwise, why not just let the private institutions simply go through the existing process and meet the existing standards?"

The board, appointed to oversee the expansion of new private universities and private degree programs, arises from the Degree Authorization Act, passed by the provincial legislature last year. At present, only public and private religious post-secondary institutions have degree-granting authority.

Cindy Oliver, president of the College Institute Educators' Association of B.C., says the Campbell government's emphasis on "privatization" will have serious consequences for students and their families.

"British Columbians place a high value on our public colleges, university colleges, institutes and universities and want post-secondary education to remain public and affordable," she adds.

Noting that the new assessment board is comprised mainly of business people and senior administrators, Oliver said the public should be concerned that a "corporate set of priorities" will be guiding education planning in the province.

"We are losing the voices and perspectives of students, faculty and staff and that is a substantial loss in terms of the way in which new degrees and new institutions are going to be assessed," she observed.

In announcing the board appointments, Advanced Education Minister Shirley Bond said the new degree-granting process is designed to facilitate access to post-secondary education, but offered little details about the criteria by which the board would judge new programs.

That has the province's faculty worried that private degree programs might be judged less rigorously than their public counterparts.

"If we are to maintain the excellent reputation of B.C. degrees, then the Degree Quality Assessment Board must hold private institutions to the same high standards as our existing public degree-granting institutions," Coe says. ■

NEWS ACTUALITÉS

CONSEIL EN BREF

Position sur les CRC

À son assemblée de mai 2003, le Conseil de l'ACPPU a adopté la résolution suivante :

Que l'ACPPU exprime son appui à l'égard du mémoire que huit professeures ont soumis à la Commission canadienne des droits de la personne et dans lequel elles demandent une enquête sur la discrimination systémique exercée dans la structure du Programme de chaires de recherches du Canada.

Énoncés de principes

Le Conseil de l'ACPPU a approuvé de nouveaux énoncés de principes sur la liberté universitaire, sur les méthodes de nomination, sur les dons privés, et sur la nomination et l'évaluation des bibliothécaires en chef et autres administrateurs de bibliothèque exclus de l'unité de négociation. Les énoncés de principes sont disponibles à www.caut.ca/francais/ausujet/principes/general.asp.

La liberté universitaire

L'énoncé de principes sur la liberté universitaire affirme que l'ACPPU est vouée à la promotion et à la protection de la liberté universitaire. Il stipule que « le bien commun de la société dépend de la quête du savoir, de la vérité et de leur libre expression. La liberté universitaire est essentielle à ces fins et le personnel universitaire a le droit de jouir de la liberté universitaire ». Les points principaux à retenir pour les universitaires sont le droit à la liberté d'enseignement et de discussion, à la liberté d'effectuer des recherches et d'en publier les résultats, à la liberté de réaliser et d'exécuter des oeuvres de création, à la liberté de servir l'établissement d'enseignement et la collectivité, à la liberté d'exprimer librement ses opinions au sujet de l'établissement d'enseignement, de son administration ou du système au sein duquel il travaille, à la liberté de ne pas être assujetti à la censure institutionnelle, et à la liberté de prendre part à des organismes professionnels ou universitaires représentatifs. De plus, l'énoncé prône le droit, pour tous les universitaires, « d'accomplir leurs tâches sans subir de discrimination d'aucune sorte et sans craindre de répression de la part de l'État ou d'une autre source ».

Les méthodes de nomination

L'énoncé de principes sur les méthodes de nomination vise à fournir un cadre pour le processus d'embauchage dans les établissements d'enseignement universitaire. Ce processus doit comprendre une stratégie efficace de recrutement ainsi qu'une évaluation juste et transparente des candidats et candidates. L'énoncé prône l'annonce d'offres d'emploi qui sont conformes aux clauses pertinentes de la convention collective ou du guide du corps universitaire, y compris les politiques en matière d'équité. Il ajoute qu'il « ne faut pas ménager les efforts pour s'assurer que l'offre d'emploi rejoint tous les candidats et candidates possibles ». L'énoncé précise les exigences pour l'évaluation, les recommandations et les entrevues de candidats et mentionne des méthodes à l'intention de l'administration. De plus, les dispositions expliquent l'application des régles du ministère du Développement des ressources humaines, révisées récemment, sur le recrutement de personnes qui ne sont pas citoyennes canadiennes ou résidentes permanentes.

Les dons privés

Après une série de dons contestés faits par des sociétés à des universités au cours des cinq dernières années, le Conseil de l'ACPPU a adopté un énoncé de principes intitulé « Lignes directrices pour l'acceptation de dons » à son assemblée de mai. Le document énumère sept critères dont les universités devraient tenir compte avant d'accepter un don. Il s'agit du respect des conventions collectives en vigueur, de la protection de l'intégrité pédagogique, de l'obligation de rendre compte, du dossier éthique du donateur, de l'équité et de la globalité et du respect des priorités de l'établissement d'enseignement. « Cette initiative est très importante et nous espérons qu'elle aidera tous les établissements d'enseignement postsecondaire du Canada », a déclaré James Turk, directeur général de l'ACPPU. « Face à la réduction des fonds publics, les universités sollicitent de plus en plus énergiquement des dons privés. Nous ne pouvons pas permettre que la mission et l'intégrité de nos établissements d'enseignement soient compromises par des dons inopportuns. » Les lignes directrices soulignent que les dons privés « doivent, sans exception, être publics pour permettre à la collectivité universitaire et à la population de juger par elles-mêmes qu'ils ne compromettent pas l'intégrité pédagogique de l'établissement d'enseignement. Les instances dirigeantes devraient doter leur établissement de procédures qui permettent la transparence et l'obligation de rendre compte dans tous les rapports de celui-ci avec les bailleurs de fonds privés. »

Les bibliothécaires en chef

D'autre part, le Conseil a approuvé un énoncé de principes demandant une consultation globale au sein de l'université sur la nomination et l'évaluation des bibliothécaires en chef. Aux termes de cet énoncé, « un bibliothécaire en chef cumule les fonctions d'administrateur et d'universitaire à l'instar du doyen d'une faculté » et, par conséquent, « les méthodes de nomination et d'évaluation des bibliothécaires en chef doivent donc ressembler à celles utilisées pour nommer des personnes de cette catégorie ». L'énoncé donne des exemples précis de qualifications nécessaires pour le poste et des lignes directrices sur l'annonce du poste, le comité de recrutement, le processus des entrevues et la durée de la nomination.

Résolution sur l'Iraq

À son assemblée de mai 2003, le Conseil de l'ACPPU a approuvé la résolution suivante :

Attendu que, dans la déclaration du 14 novembre de l'ACPPU sur la possibilité d'une guerre en Iraq, nous avons estimé que le Canada devait demeurer fidèle à un processus de négociation des Nations Unies avec l'Iraq et que les conséquences d'une action militaire menée par les États-Unis ou un autre pays indépendamment des Nations Unies pourraient établir un précédent très dangereux;

Attendu que nous avons fait remarquer qu'une action militaire unilatérale menée sans l'approbation du Conseil de sécurité contrevenait à la charte des Nations Unies;

Il est résolu que l'ACPPU approuve la décision du gouvernement canadien et du premier ministre Jean Chrétien de prendre une position voulant que le Canada ne participe pas à la guerre en Iraq et de maintenir sa position contre des pressions énormes. Les répercussions sociales, économiques, culturelles et pédagogiques de la guerre sur l'Iraq et sur le reste de la collectivité internationale sont graves et ont accru l'instabilité mondiale. Nous enjoignons le gouvernement canadien de continuer de travailler à l'intérieur des paramètres des Nations Unies, conformément au droit international, afin d'obtenir une paix juste et durable en Iraq par les voies diplomatiques, économiques et politiques, une paix qui reconnaît la souveraineté du peuple iraquien et entraîne le retrait des forces d'occupation.

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Association canadienne des professeures et professeurs d'université

IT'S NO SECRET at the University of British Columbia that we have leading edge faculty.

But it's always good when others recognize great work as well.

A couple of recent awards for faculty in our Department of Economics are a good case in point.

Prof. Erwin Diewert has been named a winner of this year's $100,000 Killam Prize. Prof. Diewert, an economic theorist with an international reputation, was honoured for his seminal contributions to productivity measurement and dynamics.

Prof. John Helliwell has won this year's $25,000 Donner Prize for the best book on Canadian public policy. Prof Helliwell's *Globalization and Well-Being* (UBC PRESS) was hailed by the Donner Jury Chair as "provocative, well written and thoughtful, as well as masterful in presentation . . . it should be read well beyond our borders as perhaps the most persuasive rebuttal to date to the anti-globalization movement."

The University of British Columbia congratulates Professors Diewert and Helliwell, both UBC graduates, on their outstanding accomplishments.

THE UNIVERSITY OF BRITISH COLUMBIA

Canada's Leading Edge

NEWS ACTUALITÉS

COUNCIL HIGHLIGHTS

New CAUT Policies

CAUT Council has approved new policy statements on academic freedom, appointment procedures, private funding involvement, and guidelines for the appointment and review of university chief librarians and other library administrators outside the bargaining unit. Complete texts of policy statements are available at www.caut.ca/english/about/policy/general.asp.

Academic Freedom

The policy on academic freedom asserts that CAUT is dedicated to the promotion and protection of academic freedom. The policy states that "the common good of society depends upon the search for knowledge and truth and its free expression. Academic freedom is essential for these purposes and academic staff are entitled to the exercise of academic freedom." The main points for faculty members include the right to freedom of teaching and discussion, freedom in carrying out research and disseminating results, freedom in producing and performing creative works, freedom to engage in service to the institution and the community, freedom to express freely opinions about the institution, its administration or the system in which they work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies. The policy calls for the right of all academic staff "to fulfil their functions without discrimination of any kind and without fear of repression by the state or any other source."

Appointment Procedures

The purpose of the policy on appointment procedures is to provide a framework for the hiring process at academic institutions. All institutional hiring should include an effective advertising strategy and a fair and transparent assessment of candidates. The policy calls for advertising that is consistent with relevant clauses in the collective agreement or academic staff handbook, including employment equity policies, and adding "all reasonable effort should be made to ensure that advertising reaches all potential applicants." The policy specifically addresses requirements for evaluating, recommending and interviewing candidates, and features procedures for the administrative review process. In addition, the provisions detail the application of the recently revised Human Resources Development Canada rules regarding hiring of non-Canadians and permanent residents.

Private Donations

After a series of contentious corporate donations to universities over the last five years, Council adopted a policy statement on "Guidelines for Acceptance of Private Donations" at its May meeting. The document lists seven criteria that should be met before a university accepts a donation. These include respect for existing collective agreements, protection of educational integrity, public accountability, ethical record of the donor, equity and inclusiveness, and respect for institutional priorities. "This is a very important initiative that we hope will be helpful to every post-secondary institution in Canada," said James Turk, executive director of CAUT. "With cuts in public funding, universities are increasingly aggressive in soliciting private donations. We cannot let the mission and integrity of our institutions be compromised by inappropriate donations." The guidelines stress that private donations "must, without exception, be open to public scrutiny so that both the academic community and the public can satisfy themselves that the arrangements do not compromise the educational integrity of the institution. Governing bodies should have a local mechanism in place to allow for full public transparency and accountability in an institution's dealings with all private funders."

Chief Librarians

In other action, Council approved a policy statement calling for broad consultation within the university on matters of appointment and review of the chief librarian. Under the policy, "the position of chief librarian is an administrative and academic position analogous to that of a dean of an academic faculty," and calls for "procedures for the appointment and review of chief librarians to be the same as those used in the university for appointments at that level." The policy sets out specific examples of qualifications for the position, and features guidelines on advertising, search committee composition, interview process and terms of appointment.

Position on Canada Research Chairs

At its spring 2003 meeting, CAUT Council passed the following motion:

That CAUT express its support for the submission made to the Canadian Human Rights Commission by the eight faculty asking for an investigation of systemic discrimination in the structure of the Canada Research Chairs program.

Resolution on Iraq

At its spring 2003 meeting, CAUT Council approved the following resolution:

Whereas in CAUT's Nov. 14 statement on the possibility of an Iraq war, we took the view that Canada must remain committed to a UN-based process in dealing with Iraq and that the consequences of the United States, or any other nation, taking military action independent of the United Nations could set a very dangerous precedent;

Whereas we noted that unilateral military action without the approval of the Security Council contravened the UN Charter;

Be it resolved that CAUT endorse the actions of the Canadian government and Prime Minister Jean Chrétien in taking a position not to have Canada participate in the war on Iraq, and in maintaining this position against enormous pressure. The war has had severe social, economic, cultural and educational consequences for Iraq as well as for the rest of the international community and increased international instability. We urge the Canadian government to continue to work within the parameters of the United Nations, in a manner consistent with international law, to secure a just and lasting peace in Iraq through diplomatic, economic and political efforts, a peace that recognizes the sovereignty of the Iraqi people and leads to the withdrawal of any occupying forces.

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October 27–31 octobre 2003

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New Medical School Makes Commitment to Academic Freedom

CANADA'S newest medical school is including a strong commitment to academic freedom and research integrity in its by-laws.

"The Northern Ontario Medical School, which will admit its first class of students in 2005, is showing impressive leadership," said James Turk, executive director of CAUT.

According to Turk, credit goes to Roger Strasser, the school's founding dean, and Laurentian University president Judith Woodsworth who, on the urging of Laurentian University Faculty Association president Jean-Charles Cachon, helped ensure language on academic freedom and research integrity was added to the school's by-laws.

"Cachon showed real determination," Turk said. "He felt passionately about the importance of the new institution making a strong commitment to academic freedom and research integrity and helped develop the language. In fact, he used recommendations from *The Olivieri Report* as the basis for the recommendations on research integrity."

Turk said the importance of getting these statements in the by-laws stems from the fact that the school is a private non-profit corporation which is legally separate from Laurentian and Lakehead universities, to which it is affiliated. As such, the medical school is responsible for establishing its own rules of governance through its by-laws.

On academic freedom, the by-laws state that the institution is dedicated to the pursuit and dissemination of knowledge — specifying that its members enjoy certain rights and privileges essential to these twin objectives: "Central among these rights and privileges is the freedom within the law to pursue what in their opinion are fruitful avenues of inquiry, to teach and to learn in an environment unhindered by external or non-academic constraints, and to engage in full and unrestricted consideration of any opinion."

Academic freedom, under the by-law, "is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine."

The institution pledges to "shield and protect its members from any efforts by the state or its agents, the officers of the Corporation [NOMS] or its agents, its members, private individuals, corporations and other entities to limit or suppress academic freedom."

On research integrity, the by-laws commit to "protecting the integrity of research, to abiding by ethical principles in all its research and to prohibiting conflicts of interest."

The language also covers risks associated with research involving human subjects: "All contracts, protocols or investigator agreements for industrial sponsorship of clinical trials or for participation in such clinical trials shall be deemed to provide that the clinical investigators shall not be prevented by the sponsor or anyone else from informing participants in the study, members of the research group, other physicians administering the treatment, research ethics boards, regulatory agencies and the scientific community, of risks to participants that the investigators identify during the research.

Northern Ontario Medical School is showing impressive leadership.

"These provisions also apply to any risks from a treatment so identified following the conclusion of a trial if there are patients being administered the treatment in a non-trial setting. The term 'risk' includes but is not limited to the inefficacy of the treatment and direct safety concerns.

"All contracts, protocols or investigator agreements for industrial sponsorship of clinical trials or for participation in such clinical trials shall reproduce [the] declaration on Integrity of Research and the declaration on Academic Freedom."

The Northern Ontario Medical School will have main campuses in Sudbury and Thunder Bay, with multiple teaching and research sites distributed across Northern Ontario. ■

Alberta Asserts New Powers Over Campuses

☞ From PAGE A1

implies we are a poorly run institution that may need to be managed directly through Order in Council or ministerial direction. For what we deliver, we deserve better."

Professors are not alone in criticizing the Act. Student leaders are displeased with the provision that allows the government to take over a student union if it feels the affairs of the student organization are being managed in an "irregular" manner.

"What this is doing is taking the power out of the hands of the students who elect us and putting it into the hands of government," said Shirley Barg, chair of the Council of Alberta University Students. "And that's a damn scary thing."

Bill 43 would replace the current Universities Act, the Colleges Act, the Technical Institutes Act and the Banff Centre Act. Learning Minister Lyle Oberg said his aim it to have the bill passed in the fall session after a summer-long consultation process. ■

Version française à la page A2.

CAUT Announces Recipients of Journalistic Excellence Awards

WINNIPEG Free Press education reporter Nick Martin is the latest recipient of CAUT's national award for journalistic excellence.

Martin was presented with the Award for Excellence in Post-secondary Education Journalism at the 54th annual CAUT Council meeting in May.

Martin, the beat writer since 1997, won in the professional category for his series of articles highlighting the University of Winnipeg's precarious financial situation.

Zach Dubinsky, a student intern at the Montreal Gazette, won the CAUT award for journalistic excellence in the student category for his article "McGill shrugged – Ayn Rand chair in philosophy not for us, university says," (Montreal Gazette, July 27, 2002).

The awards were established in 2001 and are presented each year to two Canadian journalists who best exemplify excellence in the coverage of post-secondary education issues in the student media and outstanding reporting in the professional print and broadcast media. Each award is worth $500.

Faculty associations, media organizations and other interested parties nominate journalists for the awards. Submissions are judged on the basis of relevance, originality, quality of investigation and research, potential impact on policy makers and the fulfilment of professional standards of journalism.

May 2 — Nick Martin (right) accepts the CAUT Award for Excellence in Post-Secondary Education Journalism from CAUT president Victor Catano.

Jurors Catherine McKercher, of Carleton University's school of journalism, Mike Gasher, of Concordia University's school of journalism, and York University communications professor David Skinner screened and judged the entries for the 2002 awards. ■

Version française à la page A4.

Pursuing Academic Freedom

From PAGE A7

with the academic freedom of other people ... Adoption of a style of presentation that abuses or marginalizes others is a behavioural choice, and not a matter of intellectual right."

Susan Vincent, in her chapter "At the Margins of Academic Freedom," suggests the concept currently protects those least in need of protection and is unavailable to those who need protection the most. She identifies various marginalized groups which seem not to benefit from the academic freedom, and may even suffer because of it.

She points out that it is difficult for faculty on limited-term contracts to make much use of their freedom of expression. While academic freedom is often thought to protect controversial research, it fails to protect victims of harassment in the work place.

In fact, she argues, both academic freedom and the tenure to which it is usually linked may protect the harassers rather than the harassed. If tenure supports academic freedom, it also protects the privileges of those who create chilly climates for women, marginal groups, and other non-traditional newcomers to the academy.

Is Academic Freedom Exclusive or Inclusive?

A debate that runs through many chapters in this book is the question of whether academic freedom is friend or foe to an inclusive university. If these ideals conflict, which should take precedence? Or should the notion of academic freedom be broadened so that it takes into account the need for inclusiveness?

Jackie Heslop takes up this matter in her chapter "Towards Positive (Academic) Freedom." She rebuts the idea that an inclusive academy simply waters down controversy so that various groups are not offended. She argues that the new groups and new ideas in the academy represent new ways of knowing.

Academic freedom not only threatened but also a source of threat.

"It seems to me deeply ironic that while one of the uncontested purposes of academic freedom is to foster the development of new knowledges, those knowledges that would challenge academic freedom from the inside are so vehemently resisted by its custodians." (p. 204)

Heslop takes on Horne on a number of counts. He faulted CAUT for suggesting academic freedom should be exercised responsibly. But Heslop endorses the notion of responsibility, and advocates a "positive" academic freedom that should be seen less as a bastion of authority and autonomy and more as a network of obligations. Many of these obligations relate to the rights of students in the academy – the right to have knowledge made relevant to their lives, to represent their own interests at all administrative levels, and the right to be allowed to think critically.

She also takes on Brown, who regretted that in the current climate professors are forced to choose their words very carefully. Heslop asks, "As academics, shouldn't we choose our words carefully? ... We need to choose our words carefully not only for the sake of those who take offence to sexism, racism, homophobia, and so on, but for the sake of those who do not take offence."

I have highlighted a few of the many themes in this volume; there is a host of others. This is a stimulating book, and must reflect the intellectual excitement of the conference on which it was based. Among its contributions is the fact that its perspectives grow out of the Canadian context, and are relevant to education in this country.

Its various debates contrast with the complacency of Dalhousie President Carleton Stanley who is quoted by Horne as saying, in 1937, "Academic freedom is not, to the best of my knowledge, a burning issue in Canadian universities." ■

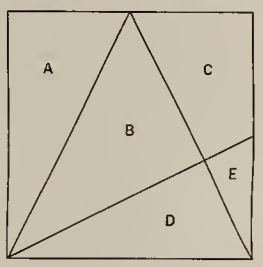
Pat O'Neill is president of the Canadian Psychological Association, former chair of CAUT's Academic Freedom and Tenure Committee, and a retired professor of psychology at Acadia University.

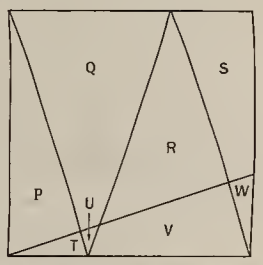
Work consulted: Stanley Fish, Academic Freedom: When sauce for the goose isn't sauce for the gander. The Chronicle of Higher Education, Nov. 26, 1999, pp. B4–B6.

HOMEWORK!

Area Problems

Both the squares pictured below have area equal to one square unit. Each is divided into regions by straight lines, and the areas of these regions are indicated by upper-case letters. In the first square, each straight line joins a vertex to the midpoint of one of the opposite sides. In the second square, the sides are divided into three equal segments as indicated, and certain lines are drawn. Determine the areas of the regions.





These problems can be solved using some basic principles: (a) the area of a triangle is half the baselength times the height; (b) the ratio of the areas of two triangles with the same height is proportional to the ratio of the lengths of their bases; (c) if two triangles are congruent (one can be laid on top of the other), then their areas are equal; (d) if two triangles are similar (one is a scaled version of the other; the angles of one are equal to the corresponding angles of the other), then the ratio of their areas is equal to the ratio of the squares of their linear dimensions; (e) a line intersecting two parallel lines makes alternating angles (like the angles in a Z) and corresponding angles equal. The second problem is quite challenging.

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B2.

CAUT LIBRARIANS CONFERENCE

ACADEMIC STATUS
Under-Valued? Under Threat?

The struggle of librarians to gain recognition as full members of the academic community has been a long and difficult one. The results are diverse, and at some Canadian universities and colleges librarians still do not have anything resembling such recognition, either formal or practical. At other institutions, librarians face a concerted effort by the employer to roll it back. And, everywhere, contemporary developments in the world of academic libraries are creating challenges to our understanding of academic status in our profession, and to our ability to justify and to keep that recognition.

OCTOBER 23–25 · 2003
Lord Nelson Hotel · Halifax · NS

In October, academic librarians will gather in Halifax to examine how, at the bargaining table and in the broader university community, we can defend and advance our role within the academy. Conference participants will have the opportunity to hear the views of invited speakers and to share their own experience and knowledge about the nature and importance of, and challenges to, librarians' academic status.

For more information or to register go to www.caut.ca.

CAREERS
CARRIÈRES

SECTION B

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ANTHROPOLOGIE

■ **LE COLLÈGE MILITAIRE ROYAL DU CANADA** — L'institut du leadership des Forces canadiennes (ILFC) est à la recherche de candidats pour combler un poste de chercheur dont la durée est de un an au niveau de professeur adjoint. La personne retenue sera principalement chargée de la recherche en milieu universitaire dans le domaine de la culture autochtone, en particulier ce qui conduit à examiner comment la culture et les normes militaires peuvent être modifiées afin de s'intégrer aux droits et traditions autochtones. La personne choisie assumera également des fonctions d'enseignement limitées au CMR. Les qualités requises incluent un doctorat en Anthropologie, de même qu'une expérience satisfaisante en enseignement et un dossier de publications abordant le domaine militaire et la culture autochtone. Cette position se déroule uniquement en anglais. Pour de plus amples renseignements au sujet de cette offre d'emploi, les candidats sont priés de communiquer avec le Capitaine de vaisseau Alan Okros, Directeur de l'institut du leadership des Forces canadiennes, par téléphone au (613) 541-6000, poste 6977, ou par courriel à l'adresse suivante: okros@rmc.ca. L'échelle salariale se situe actuellement entre 40,948 $ à 68,008 $ par année, auquel s'ajoute une indemnité provisoire annuelle de 2,200$.(L'échelle de salaires est présentement en négociation). Le salaire de départ sera établi en fonction de l'expérience et des titres et qualités. Les candidats intéressés doivent faire parvenir leur curriculum vitae avec une lettre d'accompagnement et trois lettres de recommandation à l'adresse suivante: Mme Julie Faubert, Bureau des Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000 Succursale Forces, Kingston, ON K7K 7B4, Téléphone: (613) 541-5010 poste 5185, Fax: (613) 541-4496, Courrier électronique: faubert.ja@forces.ca. La date prévue d'entrée en fonction est le 7 juillet 2003. La date limite d'acceptation des candidatures est fixée au 20 juin 2003. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est l'équivalent des diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: www.cicic.ca. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. This information is also available in english.

ANTHROPOLOGY

■ **THE ROYAL MILITARY COLLEGE OF CANADA** — The Canadian Forces Leadership Institute (CFLI) invites applications for a one year term research position at the level of Assistant Professor. The successful candidate will be primarily responsible for conducting academic research in support of Canadian Forces diversity initiatives by examining how military culture, norms and socialization may be amended to more fully integrate and accommodate the customs and traditions of aboriginal cultures. The incumbent will also assume limited teaching duties at the Royal Military College of Canada. The required qualifications are a PhD in Anthropology, acceptable teaching experience and an acceptable record of research and publications in the area of military and aboriginal cultures. This position requires the incumbent to perform their duties in English. For further information on this employment opportunity, candidates are invited to contact Captain(N) Alan Okros, Director, Canadian Forces Leadership Institute at (613) 541-6000, extension 6977 or by email at okros@rmc.ca. The salary range is currently from $40,948 to $68,008 per annum plus a terminable allowance of $2200 per annum. (Salary levels are currently being negotiated). Starting salary will be commensurate with experience and qualifications. Interested candidates should forward their curriculum vitae including, a cover letter and three letters of recommendations to: Mrs Julie Faubert, Civilian Human Resources Office, Canadian Forces Base Kingston, 11 Mercury Crescent, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5185, Fax: (613) 541-4496, Email: faubert.ja@forces.gc.ca. The closing date for applications is 20 June 2003. The expected starting date for this position is 7 July 2003. The Royal Military College of Canada is a coeducational and bilingual institution, and these positions are offered equally to women and men. We are committed to employment equity. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at www.cicic.ca for further information. Vous pouvez aussi obtenir ces renseignements en français.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Sociology and Anthropology commencing as early as January 1, 2004. Subject to budgetary approval, for a detailed position description visit our website at: www.uwindsor.ca/facultypostions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

ART HISTORY

■ **QUEEN'S UNIVERSITY AT KINGSTON (CANADA)** — Applications are invited for a tenured or tenure-track endowed chair in Northern Baroque Art History, to commence in the 2003- 2004 academic year. Applicants will be expected to have an international reputation for scholarship in this area, and distinguished publications. The successful candidate will also have an outstanding record of teaching at the university level, and will be expected to teach both undergraduate and graduate students as well as to participate in departmental governance. Salary and rank will be commensurate with qualifications and experience. The Department of Art offers programs in art history (BA, MA, PhD), art conservation (MAC), and studio arts (BFA). Further information may be obtained from our website: http://qsilver.queensu.ca/arth/. A letter of application, a full curriculum vitae, a statement of research program, copies of major publications, and three letters of reference (sent separately by referees), should be sent to: Prof. John Osborne, Head, Dept. of Art, Queen's University, Kingston, ON, K7L 3N6, Canada. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Academic staff at Queens University are governed by a collective agreement, the details of which are posted at http://www.queensu.ca/qufa. The deadline for receipt of applications is 15 September 2003.

ASTRONOMY

■ **YORK UNIVERSITY** — The Department of Physics and Astronomy. Applications are invited for a tenure-track faculty position in Astronomy at the level of Assistant Professor to commence on January 1, 2004. Of particular interest are individuals who work in the general area of astronomical origins, theoretically or observationally, be it the origin of life, planets, stars, galaxies, aggregates of galaxies, or the universe as a whole. The successful candidate will normally have post-doctoral experience and a strong commitment to teaching introductory astronomy to non-science students, in addition to a graduate course in his/her specialization. S/he will also be expected to establish and maintain an independent program of research, including the supervision of graduate students. Review of applications will commence on September 30, 2003. All positions at York are subject to budgetary approval. The Faculty of Pure and Applied Science has approximately 140 faculty members who conduct state-of-the-art research across a wide spectrum of science disciplines. The Department of Physics and Astronomy is home to a number of award winning researchers, outstanding teachers and many supportive colleagues. York University has an affirmative action program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons within these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Physics and Astronomy welcomes applications from persons in these groups. The Affirmative Action program can be found on York's website at www.yorku.ca/acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications, including curriculum vitae, a list of publications, a brief description of proposed research, and letters from at least three referees active in the field who are familiar with the candidate's work should be sent to: Dr. Robert Prance, Chair, Department of Physics and Astronomy, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Please refer to the Departmental website: www.physics.yorku.ca.

ATMOSPHERIC SCIENCE

■ **DALHOUSIE UNIVERSITY** — The Atmospheric Science Program in the Department of Physics and Atmospheric Science invites applications for a tenure track assistant professor position in atmospheric science starting July 1, 2004. Successful applicants should have a PhD in a field related to Atmospheric Science and an undergraduate degree in Physics. We seek candidates with expertise in atmospheric radiation, cloud physics, aerosol physics, remote sensing, climate dynamics, paleo climate, and/or atmospheric chemistry. We especially encourage applicants with a field and/or laboratory research programme. Candidates that complement our existing programme in other ways are also encouraged to apply. The applicant will value teaching, will have demonstrated excel-

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UNIVERSITY OF SASKATCHEWAN
Dept. of Mechanical Engineering

Tenure Track Position at Assistant Professor Level

The Department of Mechanical Engineering at the University of Saskatchewan invites applications for a full-time, tenure-track faculty position in the area of Mechatronics. Complementary expertise in Intelligent Systems, MEMS, Design or Fluid Power would be an asset.

Candidates must have a Ph.D. in mechanical engineering or a closely related discipline. A demonstrated commitment to research and a strong interest in teaching both undergraduate and graduate students is expected. The duties of the successful candidate will include teaching in his/her area of specialization, as well as in the general engineering program. The successful candidate is expected to develop an active, externally funded research program and be eligible for P. Eng. registration in the Province of Saskatchewan.

Excellent facilities exist in the Department to support research work. In addition to mechatronics, controls, fluid power, applied mechanics and instrumentation laboratories, the University is planning to create a MEMS Fabrication capability. The Department also has several materials, fluid mechanics, heat transfer, and applied mechanics laboratories. All research areas involve active computational research programs supported by workstation laboratories.

The appointment will be at the rank of Assistant Professor and will start on July 1, 2003, or later.

The Department of Mechanical Engineering is committed to both teaching and high quality, intense research and comprises 19 faculty, 4 Professors Emeriti actively involved in research, 8 support staff, several PDF's and research associates, approximately 80 graduate students and 250 undergraduate students with B.E., M.Eng., M.Sc., and Ph.D. degrees offered. More information on the Department can be found at our website: http://www.engr.usask.ca/dept/mee/.

Applicants should send a curriculum vitae, the names and e-mail addresses of at least three referees and a statement of research and teaching goals. Applications should be submitted to:

Professor S. Yannacopoulos
Head of the Department & Chair of the Search Committee
Department of Mechanical Engineering
57 Campus Drive
University of Saskatchewan
Saskatoon, Saskatchewan, Canada, S7N 5A9
Fax: (306) 966-5427
E-mail: sherri_haberman@engr.usask.ca.

Applications should be received preferably before June 30, 2003.

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

Dalhousie University

Tier II Canada Research Chair in Photonics
Electrical and Computer Engineering

Dalhousie University (http://www.dal.ca) invites applications and nominations for a Tier II Canada Research Chair in Photonics.

The Canada Research Chairs (CRC) Programme has been established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world class centres of research excellence in the global, knowledge-based economy. More information about the Canada Research Chairs is available at: http://www/chairs.gc.ca.

A Tier II Chair candidate must have demonstrated research potential and be acknowledged by peers as having the ability to lead in the chosen research field. Consideration will be given to individuals with strong communication skills. This appointment will be in the Electrical and Computer Engineering Department at the Assistant Professor level. The successful candidate will be expected to teach in the opto-electronics area and conduct research in photonics. Interaction with Dalhousie's recently established Institute for Research in Materials is encouraged. As part of the interaction with this group, considerable funds will be available to purchase photonics equipment.

Applicants should send curriculum vitae, a detailed research plan and names of three referees to:
Chair, Photonics Search Committee
Electrical and Computer Engineering Department
Dalhousie University
P.O. Box 1000
Halifax, Nova Scotia B3J 2X4
Email: e&ce@dal.ca

Dalhousie University is a comprehensive teaching and research university located on the east coast of Canada in Halifax, the provincial capital of Nova Scotia. Halifax is a major regional center and a port city. The Halifax Regional Municipality has a population of approximately 350,000 and enjoys a temperate climate.

The Department of Electrical and Computer Engineering consists of twelve full time faculty members, two secretaries, four technicians, and serves approximately 80 graduate students and 350 undergraduate students. There are a number of well-equipped research laboratories, such as Photonics, Microwave, Wireless, Microelectronics, and Signal Analysis. For further information, please visit our website at www.dal.ca/~elecdept.

Applications will be considered until the position is filled. Review of applications will begin after August 1, 2003. Please note that the CRC nominations are subject to review and final approval by the CRC Secretariat. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

How to place a Career ad

PHONE 613-820-2270 FAX 613-820-2417
EMAIL ads@caut.ca
MAIL CAUT Bulletin, 2675 Queensview Drive, Ottawa, ON K28 8K2

Direct correspondence/questions to: Lynn Braun, Advertising Coordinator

In the Shadow of the Law

A Report by the International Civil Liberties Monitoring Group in Response to Justice Canada's 1st Annual Report on the Application of the Anti-Terrorism Act (C-36)

The International Civil Liberties Monitoring Group (ICLMG) appreciates this opportunity to respond to the first annual report on the application of Bill C-36, the Anti-Terrorism Act. The ICLMG has a broad and diverse membership that brings together international development and humanitarian non-governmental organizations (NGOs), church groups, unions, environmental, human and civil rights advocates, other faith groups and associations representing immigrant and refugee communities in Canada (a complete list of members appears in the Appendix). Members of the ICLMG have come together out of a shared concern in protecting individual freedoms, democratic values and civil liberties in Canada. Our report is divided into two parts. In the first, we respond to the annual report, and offer recommendations to address existing problems. In the second, we discuss serious related effects arising from the government's anti-terrorism initiative.

Report Is Too Narrow in Scope

Justice Canada's report on Bill C-36 (Anti-Terrorism Act), tabled in Parliament on May 1, 2003, provided scant information on the use of merely two articles of the Act. It is too restrictive and limited in scope to offer a clear and just appreciation of the impact of the series of measures adopted (or still being considered) by Parliament since September 11, 2001. To achieve that appreciation, it is necessary to evaluate the overall impact of the full anti-terrorism aganda on rights and freedoms.

An ongoing independent monitoring of Bill C-36's impact on Canadian citizens and their fundamental civil liberties is necessary. The Anti-Terrorism Act (Bill C-36) grants police expanded investigative and surveillance powers, allows for preventative detention, undermines the principle of due process by guarding certain information of "national interest" from disclosure during courtroom or other judicial proceedings and calls for the de-registration of charities accused of links with terrorist organizations. All of these changes occur on the basis of a vague, imprecise and overly expansive definition of terrorist activity. To fully and accurately measure and evaluate this impact, we must go beyond Bill C-36, and instead examine the overall anti-terrorism agenda put in place by our government.

Viewed together, this trend in legislative and policy initiatives has a far-reaching impact and represents a significant shift in the relationship between citizens and the state in Canada. It is a trend that substantially modifies the way in which civil liberties and individual rights and freedoms have been regarded and protected by Canadian democratic values and under our Charter of Rights and Freedoms.

Bill C-36 amended 20 other laws, including the Criminal Code, and enacted the Charities Registration (Security Information) Act. In spite of this very broad application, the Bill has since been augmented by several other legislative measures. Even prior to Bill C-36, legislation had been introduced representing an unprecedented expansion of state power under the auspices of fighting organized crime, though never limited in its application only to organized crime. For example, in 2001, Bill C-24, Criminal Code amendments (Organized Crime) created an exemption from criminal liability not only for police, but also for agents of the police. The previous year, Bill C-22 received Royal Assent, creating a huge new federal agency called the Financial Analysis and Transaction Reporting Centre. It conscripted civilians in the fight against money laundering by requiring even lawyers bound by solicitor client confidentiality to report their clients' "suspicious transactions."[1]

Measures following Bill C-36 include the creation by Canada Customs and Revenue Agency, of a "Big Brother" type data bank to contain details on the foreign air travel of all Canadians. The data bank, announced in October 2002, was authorized by Bill C-23, Customs Act amendments. These amendments gave the CCRA power to obtain information collected by airlines as a result of the Advance Passenger Information/Passenger Name Record Initiative. While originally, the information was to only be retained for a 24-hour period, a factsheet posted on the CCRA web site in October 2002 confirms that "CCRA customs enforcement data is currently kept for 6 years." The U.S. supports this standard under the Smart Border Action Plan. Although Minister Caplan has given assurances that the information will be used only for purposes consistent with the CCRA's mandate, and only shared subject to appropriate limitations and safeguards, there are several circumstances in which the information might be shared with security agencies and with other countries. ICLMG is concerned that the personal information contained in CCRA's data bank could become integrated into the Total Information Awareness System presently being developed as part of the U.S. Homeland Security Project. Any move in that direction ought to be reported.

Bill C-17, Public Safety Act, is presently being examined by a legislative committee of the House of Commons, and would amend 23 existing Acts. It contains provisions for personal information to be collected by airlines and shared with CSIS, RCMP, other police forces and various government agencies and with foreign governments, for purposes that extend far beyond air safety and national security. In fact, Minister Collenette has stated that these provisions aim to facilitate the regular work of police forces and government agencies by harnessing the potential offered by new information technologies. This would be at the expense of Canadian constitutional protections. Far beyond measures necessary to respond merely to recent risks of terrorism, these provisions actually augment and expand the scope and scale of police and government monitoring and control over Canadian citizens.

Also part of the new legislative picture is Bill C-18, presently before the House of Commons Standing Committee on Citizenship and Immigration, which would amend the Citizenship Act to allow for revocation of citizenship of naturalized citizens on the basis of "national security". This revocation could occur without consultation, disclosure of evidence, independent review or the opportunity to appeal a decision. A similar breach of due process is a feature of Bill C-36, which allows individuals and organizations suspected of terrorist links to be placed on a list, and then subjected to very severe measures as a consequence.

Finally, Justice Canada's recent consultation document called Lawful Access suggests that legislation on that subject may soon be introduced. Proposals contained in the consultation document would allow electronic surveillance and monitoring by police and security forces of all e-mail communications and Internet surfing. Other proposals suggest mandating Internet service providers to develop capacity to intercept and report on *all* electronic communications.

These measures are augmented by non-legislated bilateral agreements with the United States such as the Smart Border Declaration, signed in June 2002, which calls for coordination and information sharing by Canadian and U.S. police and intelligence services. The declaration also requires both countries to "collaborate" in "managing refugees" and in moving toward the harmonization of immigration and visa policies.

Each of these legislative packages is, alone, drastic and unwarranted. However, their cumulative effect represents a serious erosion of civil rights, especially with regards to due process and the right to privacy. The overall direction of such measures has been denounced by civil and human rights experts across the country, including the federal Privacy Commissioner and several of his provincial counterparts.

Parliamentary Responsibility & Political Accountability

In each of these laws, bills and other measures, there is an unprecedented delegation of judicial powers to a handful of ministers. This contributes to an arbitrary and potentially abusive use of secret coercive power in the form of such things as "orders in council" or issuance of "security certificates," and ultimately, to the erosion of accountability to Parliament.

What Parliamentary oversight exists over each of these pieces of legislation falls under the responsibility of several different Parliamentary committees. Without one single oversight mechanism with a mandate to monitor and assess the overall application and impact of this complex and far-reaching web of laws and security measures, the legislation will be virtually irreversible and the lack of accountability exacerbated. Further, there is no continuity or consistency at the political level in the analysis and evaluation of the laws and of their impact. Finally, the application of the new legislation is basically internally monitored and regulated by security forces and government agents whose jobs are dependent upon such legislation and with virtually no accountability.

Overbroad Investigative Powers

Many of those analyzing these recent initiatives have concluded that existing Criminal Code and the Canadian Security Intelligence Act provisions, along with powers conferred by existing international conventions and international instruments, already provide sufficient powers to allow police to effectively combat terrorism. However, even those who argue that the fight against terrorism justifies wider powers of surveillance and detention, including infringements on civil liberties and individual freedoms, must adhere to basic constitutional principles and Charter values.

First, Canada's response to terrorism needs to be proportional (taking into account the extent of the apparent risks in any given circumstance) and sharply focused on the goal of fighting terrorism. ICLMG acknowledges the understandable prevalence of a strongly felt sense of urgency to prevent future acts of terrorism, but is aware of few proven facts shared with the public to date that justify the extent of Canada's current response. Many of these laws are not limited to anti-terrorism purposes, but have a dual purpose potential.[2] Human rights are even more likely to be eroded if anti-terrorism measures are extended to purposes unrelated to terrorism, without regard for the normal constitutional protections associated with criminal law enforcement. We are particularly concerned that Canada's anti-terrorism agenda is driven predominantly by a desire to meet U.S. demands to harmonize our policies with theirs (for example, immigration and refugee policies) and to subject Canadian intelligence services to imperatives defined by the draconian American security apparatus.

Second, surely greater, rather than lesser accountability is called for where proposed laws would candidly compromise key rights and where, as a result, misuse is inherently more likely. Unfortunately, that is not the case with these measures. Instead, ministerial discretion, police discretion, and official discretion are prevalent everywhere. Parliamentary oversight and the oversight of a myriad of Boards and Commissions designed to ensure appropriate performance are, at best, uncertain. For example, in an affidavit filed in the Federal Court of Canada on November 7, 2002, Shirley Heaffy, Chair of the Royal Canadian Mounted Police Public Complaints Commission, states that the RCMP is hampering the Commission's ability to probe allegations of police misconduct by refusing to hand over relevant information obtained from "confidential informants" in a case under normal review. The Chair of the Commission states that the issue is particularly important because of the broader powers to detain and arrest suspects under the anti-terrorism legislation, and she concludes that "[i]f the commission can't fully investigate complaints, the public oversight of the police will be rendered meaningless."

If greater state powers are necessary for a limited time to ensure public safety, they must be carefully tailored to meet any substantiated threat and adhere to the protections guaranteed under Canada's Constitution and Charter. They must be accompanied by recognition of a corresponding responsibility and need for accountability.

The ICLMG Therefore Recommends That:

1. Any increases in police powers must be accompanied by measures to reinforce the need for due process. People caught up in these security measures must have the means to defend themselves, and the public's right to know and judge state action must be preserved. Consequently, the Anti-Terrorism Act must be amended to guarantee due process, openness and transparency during trials related to a terrorist offence; the Act must include a hearing with full due process rights (right to notice, to disclosure and to counsel) and any decision must be subject to judicial review by the Federal Court and the Supreme Court of Canada. Similarly, sections of Bill C-18 (the Citizenship of Canada Act) must be redrafted to ensure at least that due process rights are respected in cases involving annulment of citizenship.

2. The broad impact of Bill C-36, Bill C-17 and other interrelated legislation, underscores the need for the creation of an overarching Parliamentary mechanism with the ability to examine and review the use and impact on fundamental rights and freedoms of all policies and legislation passed to combat terrorism. Possibilities include converting the Legislative Committee on Bill C-17 (Public Safety Act) into a Special Committee with responsibility for overseeing all legislation related to antiterrorism, or by holding joint meetings of the Standing Committee on Justice and Human Rights with any other Committees charged with examining anti-terrorism legislation.

3. Any initiatives should guard against any extended and unrelated use of measures proposed to combat terrorism. For example, Bill C-17's regulations pertaining to the exchange and use of information on air travel passengers should be amended to ensure that they provide no inadvertent short-cuts for normal law enforcement purposes, as is currently contemplated. Such short-cuts are unnecessarily costly to Canadians' basic rights and freedoms, and likely to erode both respect for the rule of law and respect for individual liberties and privacy.

4. The safe third country agreement between Canada and the U.S. regarding asylum seekers must be repealed. Given the proliferation of measures, many of them discriminatory,[3] that undermine the rights of refugees in the U.S., to suggest that the U.S. is a "safe third country" for refugees is simply incompatible with Canada's humanitarian values and international obligations.

Extended Effects of the Anti-terrorism Agenda

It is important, but insufficient, to monitor and review the application of the Anti-Terrorism Act alone. To measure the actual impact of all the measures either adopted or contemplated to fight terrorism over recent years, we must look beyond the strict application of the legislation and examine what is going on "in the shadow of the law."

Criminalization of Political Dissent

The task of defining "terrorism" and identifying "terrorists" has been the subject of considerable debate, both in the context of Bill C-36 and beyond. The concern is that without carefully limited scope, these heavily charged terms are likely to be too loosely applied to justify intrusive state action beyond that previously tolerated. This is a particular issue for groups and individuals critical of current government policies.

In the early hours of September 21, 2002, the Anti-terrorism Act (Bill C-36) was formally invoked by the RCMP, with support from CSIS, to obtain a search warrant and then carry out a raid at the residence of two Native activists in Port Alberni, British Columbia. The high profile raid was carried out by the Integrated National Security Enforcement Team (INSET) — a creation of Bill C-36 — accompanied by members of the local detachment of the RCMP, members of the force's Emergency Response Team, local ambulance and fire departments. The home belonged to two members of the West Coast Warrior Society, and the purpose of the raid was supposedly to search for weapons. The entire neighbourhood was evacuated "as a safety precaution."

No unauthorized weapons were found and no charges were laid as a result of the police action. Spokespersons for the Warrior Society were told that the information used to obtain the search warrant was sealed. The two individuals concerned had been involved in indigenous issues for a number of years through organizations including the Union of BC Indian Chiefs, United Native Nations, Native Youth Movement, Indigenous Sovereignty Network and the West Coast Warrior Society.

In an article entitled "The Hands of Terror," published in late 2001 in the RCMP Gazette, groups and individuals actively monitored by the RCMP involved with advocacy regarding "genetically modified food and ongoing environmental concerns about water, forest preservations and animal rights" are similarly identified as examples of potential terrorists "operating under ideology as opposed to affiliation."

In its February 24, 2003 edition, the National Post reported that a CSIS briefing report on counter-terrorism prepared for Wayne Easter, following his nomination as Solicitor General, identified violent fringes of the anti-globalization movement as an ongoing security concern for Canada. The CSIS briefing report was dated November 2002, just months after Canada hosted the G8 Summit in Kananaskis, Alberta without incident.

In February 2003, La Ligue des droits et libertés du Québec was denied the use of a room at the Bibliothèque Nationale du Québec to host a meeting to discuss Justice Canada's "Lawful Access" project. A spokesperson for the Bibliothèque Nationale informed La Ligue that, following the events of September 11, 2001, the institution had adopted a new policy to restrict the use of its meeting rooms for cultural events only.

In early March, 2003, on the eve of the U.S. invasion of Iraq, the Canada Customs and Revenue Agency seized and detained a shipment of anti-war videotapes of the film "What I've Learned About U.S. Foreign Policy" by American documentary producer Frank Oorrel. In a letter to the tape's importer, Global Outlook Magazine, CCRA said it took the action because "they [the videos] may constitute obscenity or hate propaganda." The documentary features, among others, the late Martin Luther King Jr. and actor Susan Sarandon. After reviewing the video and concluding that it did not violate any laws, CCRA released the shipment on March 12. The Canadian Journalists for Free Expression (CJFE) make the very valid point that the CCRA's involvement in vetting political material is a worrisome departure for the federal Agency. Stating that Canadians have the right to expect that the CCRA will not become "the filter through which political debate is strained," CJFE has called upon the federal government to review CCRA operations to ensure the agency does not become a political censor.

Racism & Racial Profiling

The difficulties in narrowly and accurately defining "terrorism" and "terrorists" are compounded by the likelihood of insidious discriminatory attitudes and beliefs affecting that task.

In a communiqué released on March 10, 2003, the Canadian Islamic Congress (CIC) indicated that hate crimes against Canadian Muslims have increased by more than 1,600% since September 2001. CIC also reported that despite such an increase, most local police services are not keeping proper data on the religion of hate crime victims, making it virtually impossible to link such crimes to hatred against Muslims.

Community leaders of Areb and/or Muslim origin have reported numerous cases of people being visited for interviews by security forces without warrants, and taken away for interrogation. Although the full extent of Bill C-36 was not implemented in these cases, it has been used as a threat to "encourage" voluntary interviews by citing the risk of preventative detention allowed under the Act. Victims of such police conduct have been afraid to come forward publicly for fear of further retaliation, but community leaders report that hundreds of such interviews have taken place.

In a commentary published in the October 16, 2002 edition of the Globe and Mail,[4] Sheema Khan, chair of the Council on America-Islamic Relations (CAIR), sheds light on the disappearance, secret detention and deportation by American authorities of Maher Arar and a half dozen other Canadian citizens of Arab or Islamic origin. CAIR and the Canadian Arab Federation have both accused the government of Canada of turning a blind eye to the violations of the rights of these Canadian citizens.

On February 10, 2003, the Ottawa Sun ran a story on CSIS activities on Canadian university campuses. It quoted a statement by the National Council on Canada Arab Relations to the effect that students of Arab origin were being approached by CSIS agents for questioning, and were being threatened with deportation and revocation of their citizenship if they did not provide information about community members.

On November 7, 2002, U.S. Attorney General John Ashcroft announced[5] heightened security measures at U.S. borders, including the introduction of the National Security Entry-Exit Registry System. He told Canadian media that up to that date, 14,000 people from 112 countries had been subjected to special security measures, including lengthy interrogations, fingerprinting and being photographed. Of that number, he said that 1,400 (10%) were Canadians. Of the total number of people targeted, 172 had been arrested for various reasons, but only one for reasons "related to terrorism." On November 14, 2002, Radio-Canada reported that in the first two weeks of that month, 100 Canadian citizens of foreign origin had lodged formal complaints with the Department of Foreign Affairs and International Trade (DFAIT) after being "filed" by U.S. immigration agents. Figures obtained from DFAIT by ICLMG indicate that between November 2002 and the end of February 2003, 59 complaints were registered. With few exceptions, these complainants are Canadians of Muslim and/or Arab origin. As a result of this situation, thousands of Canadian citizens are afraid to travel to or through the United States. Arab and Muslim organizations have asked DFAIT to post a travel advisory to this effect.

On September 26, 2002 Deputy Minister of Justice, Morris Rosenberg told a conference of security and intelligence experts that although he does not advocate racial profiling, neither would he automatically rule it out as a technique[6] He also said the courts may eventually have to determine if racial profiling is justified.

In a commentary published in the Toronto Star on March 9, 2003, Raja Khouri, president of the Canadian Arab Federation, wrote: "The stereotypes and racist overtones put forward by some in the mainstream media confirmed the permissibility of singling out Arabs and Muslims for suspicious treatment. They are guilty by association, suspect by nature of their ethnicity and religion, therefore, an acceptable subject of hate." Questioning whether multiculturalism can survive the security agenda, Mr. Khouri said Canada "has effectively engaged in an exercise of self-mutilation: stripping away civil liberties it holds dear, trampling on citizens' rights it had foresworn to protect, and tearing away at its multicultural fabric with recklessness."

Refugee Policies

Much as Canadians of Muslim and/or Arab origin have experienced the brunt of our new anti-terrorism agenda, people seeking refuge in Canada have also felt the impact of that agenda, and with virtually no recourse for reporting discriminatory treatment.

In the fall of 2002, Citizenship and Immigration Canada undertook a project at Pearson International Airport to detain arrivals, most of them refugee claimants, of uncertain identity. According to the Standard Operating Procedures [A55(2)(b)] Detention at Greater Toronto Enforcement Centre, persons are to be detained on the following grounds: "claimed identity questionable, concerned person's overall credibility and/or evasiveness, lack of co-operation." Those most affected by the project are refugee claimants, many who must travel without valid documentation. Paragraph 1, Article 31 of the United Nations Convention Relating to the Status of Refugees recognizes that refugees may have to use illicit means to enter a safe country, and requires that host countries "shall not impose penalties on that account." Yet, one border guard told the Globe and Mail: "Before we were expected to release, now we're encouraged to detain."[7]

On December 5, 2002, Canada and the U.S. signed a "safe third country" agreement as part of the Smart Border Declaration adopted between the two countries after the September 11 terrorist attacks. The agreement came about as a result of complaints from some U.S. politicians that Canada's refugee system is too wide open and presents a security risk. Under this agreement, Canada can turn back refugee claimants who arrive at land borders, so they would instead be compelled to make their claims for asylum in the United States, based on the principle that refugees should claim protection in the first country they reach.

On January 27, 2003, Citizenship and Immigration Canada issued new instructions permitting "direct backs" of refugee claimants at the U.S.-Canada border without assurances from U.S. authorities that the claimants would be able to appear for their appointments. "Direct backs" is the term used to refer to temporary returns to the U.S. of claimants who are given a future appointment to pursue their claims. Those directed back are processed and possibly detained by the U.S. authorities, thus potentially depriving them of the right to pursue their claims in Canada. As of March 5, 2003, 432 claimants had been directed back from the Lacolle border point alone. Of these, 133 were detained by the U.S. authorities. Eighty-four of those detained had posted bond, leaving 49 still in detention as of March 5. Collectively, those released on bond have paid well over $125,000 U.S. in bond money, most of which they will never be able to reclaim. Those unable to secure release from detention, either because they cannot pay the bond or because they are detained without possibility of release, also lose the possibility of pursuing their claim in Canada.

In the Regulatory Impact Analysis Statement (RIAS) accompanying the draft safe third country regulations, published in the Canada Gazette, 26 October 2002, the government acknowledged that the agreement "will likely have differential impacts by gender." The RIAS goes on to say that "Canada and the United States have different approaches to the treatment of claims based on gender-based persecution." There are reports that U.S. Attorney General John Ashcroft is preparing to issue new regulations that would severely restrict protection for women fleeing gender-based persecution in the United States.

Chilling Effect on International Development NGOs & Humanitarian Assistance

The new Charities Registration (Security Information) Act enacted as part of Bill C-36 enables the government to revoke the charitable status of an existing charity or deny a new charitable status application if it is determined that the charity has supported or will support "terrorist activity." It can also lead to the freezing or seizure of the charity's assets and expose its directors to civil liability for breach of their fiduciary duties if not adequately protecting these assets. The process is initiated by the issuance of a security certificate by the Solicitor General and the Minister of National Revenue where they have "reasonable grounds" to believe that the organization has made, makes or will make resources available, directly or indirectly, to an entity that has engaged or will engage in a "terrorist activity." After a charity has been served notice of the issuance of a certificate, it is then reviewed by a judge of the Federal Court for a determination of its reasonableness. During this judicial consideration, the judge must give the charity a summary of the grounds giving rise to the issuance of the certificate, but may limit the disclosure of information on the grounds of "national security," especially if the evidence is based on information obtained from a foreign government or other foreign sources. Furthermore, evidence submitted by the ministers to the judge can include information that would be inadmissible in a court of law. This procedure severely limits the capacity of the charity to defend itself and raises serious concerns from the point of view of basic principles of natural justice and due process.

As a result of this legislative change, there is a growing concern among Canadian religious and humanitarian non-governmental organizations (NGOs) that humanitarian assistance could be compromised or discouraged in areas of conflict where it is often impossible to avoid relating to all involved combatants in the process of delivering assistance to those in need. Organizations might be reluctant to get involved in those conflicts because of the risk of "proximity" with organizations on the UN list of suspected "terrorist organizations" and the dramatic consequences for any humanitarian NGO accused of "links" to those organizations. Even by following best practices and international standards, taking considerable precautions and using due diligence to avoid situations that might bring about liability, many organizations feel that the vague definition of "terrorism" in the legislation and the lack of due process leave them vulnerable.

There is also concern that the legislation will have an ongoing detrimental impact on the public's perception of charities by associating charities with financing of terrorism. This would have a significant chilling impact on charities' ability to pursue their objectives in a climate where many organizations are already struggling to secure sufficient support to continue their operations.

Canadian NGOs' ability to implement development programs and/or deliver humanitarian assistance has already been hampered by tightened visa requirements, both in Canada and in countries where these organizations operate. Canadian NGOs have reported cases where southern partners are being refused visas to attend meetings in Canada. Inversely, Canadian aid workers and human rights defenders have experienced increased difficulty in obtaining visas for certain countries in situations of conflict, civil violence and human rights abuses, such as Colombia.

One mainstream church-based NGO reported to ICLMG that its financial institution refused on two occasions to transfer funds earmarked for humanitarian relief and reconstruction projects in Iraq.

In February 2003, the Canadian International Development Agency (CIDA) asked certain NGOs involved in the Middle-East for more detailed information about any program or project that could be related to Iraq. The inquiry seemed to be prompted by a Freedom of Information request, and by concerns at CIDA that any CIDA funded program not involve an organization on the UN list of suspected terrorists. Humanitarian agencies are concerned that programs in countries such as Lebanon or Colombia, for instance, could be jeopardized by fear of potential "proximity" with "listed entities," like Hezbollah or FARC.

Policy Environment & Civil Liberties

The policy environment and discourse in government, corporate, media and even some academic circles are increasingly dominated by the "security agenda" and a very palpable desire to respond to U.S. interests and demands in that area. This is best illustrated by proposals by the Canadian Council of Chief Executives to move toward the creation of a "North-American Security Perimeter" and the proposal by Minister of Citizenship and Immigration Denis Coderre about the introduction of a national ID card. For her part, Customs and Revenue Canada Minister Elinor Caplan has said that Canada has not

ruled out forcing people to notify officials when they leave the country, a measure similar to the U.S. stringent entry and exit control system to be in place by the end of 2005. On March 29, the Ottawa Citizen also reported that officials within the Solicitor General's Department are keen to link justice and police computer data systems not only between federal and provincial law enforcement and justice agencies, but also to explore expansion of the Canada Public Safety Information Network (CPIC) to include exchange of information between Canada and the United States.[8] This initiative, as well as provisions for the use and disclosure of information from the Canada Customs and Revenue Agency's data bank on airline passengers, is daunting in light of the U.S. Total Information Awareness System, a project to create a centralized data bank on every single U.S. citizen.

We could soon find ourselves in a situation where all personal information on Canadians will be in the hands of, and managed centrally by American security agencies unaccountable to Canadian Parliament and the Canadian public. There is a very disturbing trend in this emerging discourse that "security" will only be achieved at the expense of sovereignty and the civil liberties that Canadians have always regarded as fundamental. These fundamental protections are also enshrined in our Charter of Rights and Freedoms.

Canada's Privacy Commissioner and several of his provincial counterparts have stated that combined police and bureaucratic surveillance powers from initiatives such as CCRA "Big Brother" database, Bill C-17, the proposed Lawful Access legislation and the proposal for a national ID card represent an unjustifiable intrusion into the fundamental human right of privacy. In a press release dated November 1, 2002, the federal Privacy Commissioner warned that "the events of September 11 should not be manipulated into becoming an opportunity — an opportunity to expand privacy-invasive police powers for purposes that have nothing to do with anti-terrorism." He also declared that since the introduction of Bill C-55 (predecessor to Bill C-17), he has used every means at his disposal to make the crucially important privacy issues at stake known and understood by all ministers and top government officials involved, but that he has been unsuccessful in obtaining an appropriate response. Mr. Radwanski concluded that "it is now up to Parliament to explain to these people that privacy is a fundamental human right of Canadians that must be respected, rather that treated with the apparent indifference that the Government is showing."

Conclusion

The events following September 2001 have made some people think that weakening legal safeguards and trampling on human rights will make us safer. In fact, though, we are made safer by laws and processes that guarantee respect for everyone's rights.

We deplore the fact that many within Canada's policy elite bow to persistent U.S. pressure — direct and indirect — to bring our laws and practices into conformity with theirs. Many Americans also consider that their essential liberties and constitutional guarantees are being threatened. Last year for instance, surveillance requests by the U.S. federal government under the Foreign Intelligence Surveillance Act — intended to hunt down foreign spies — outnumbered all requests under domestic law for the first time in U.S. history. The Homeland Security Project, the Total Information Awareness System, the National Security Entry-Exit Registration System, the profiling and registering of residents based on country of origin, religious background and/or gender, and many other related initiatives, threaten to undermine Canadian values and constitutional guarantees, as well as national and international human rights. There is an alarming tendency to bring our laws, administrative practices and regulations into greater "harmony" (sic) with those of the U.S. without adequate public or Parliamentary debate.

We believe that Parliament and the government of Canada must reassert a commitment to the essential rights and protections of Canadians as embodied in Canada's Constitution and Charter of Rights and Freedoms. All proposed legislation dealing with security and concerns like international terrorism must be tested in the light of these prior and fundamental claims.

Finally, we reiterate our call for the immediate restitution of due process in all judicial procedures and for the creation of a Parliamentary mechanism to examine and to oversee the combined effect of all the legislation and other measures (present and future) that form part of Canada's anti-terrorism agenda.

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The true danger is when liberty is nibbled away, for expedience, and by parts.
— Edmund Burke

Endnotes

1. Note that following a series of constitutional challenges, this particular clause has recently been removed from what is now the Proceeds of Crime Act. The obligations of lawyers under the Act are being reconsidered in light of the bar's ethical obligations to its clients.
2. For example, while the proposals in Bill C-17 are ostensibly for the purposes of "national security," passenger information collected by airlines for travel purposes would be scoured for the purposes of domestic law enforcement completely unrelated to terrorism, and are akin to stopping traffic on bridges just to see if anyone in it is wanted.
3. For example, the detention of Haitian asylum-seekers arriving by boat.
4. Page A17.
5. Announcement made during a press conference held at the U.S.-Canada border in Niagara Falls.
6. Conference sponsored by the Canadian Association for Security Intelligence Studies.
7. Globe and Mail, November 28, 2002, Page A8.
8. In an article authored by Jim Bronskill, titled "Cash woes plague anti-terror data bank."

Appendix

International Civil Liberties Monitoring Group

The International Civil Liberties Monitoring Group is a coalition made up of NGOs, churches, unions, environmental advocates, civil rights advocates, other faith groups and groups representing immigrant and refugee communities in Canada. Members include:

- Amnesty International
- Association québécoise des organismes de cooperation internationale
- Canadian Association of University Teachers
- Canadian Arab Federation
- Canadian Bar Association
- Canadian Auto Workers Union
- Canadian Centre for Philanthropy
- Canadian Council for International Co-operation
- Canadian Council for Refugees
- Canadian Ethnocultural Council
- Canadian Friends Service Committee
- Canadian Labour Congress
- CARE Canada
- Centre for Social Justice
- Council of Canadians
- CUSO
- B.C. Freedom of Information and Privacy Association
- David Suzuki Foundation
- Development and Peace
- Greenpeace
- International Development and Relief Foundation
- Inter Pares
- Muslim Lawyers Association
- Ontario Council of Agencies Serving Immigrants
- Primate's World Relief and Development Fund
- Quebec Civil Liberties Union
- Rights and Democracy
- United Steelworkers of America
- World Vision Canada

Friends of the ICLMG

- Hon. Warren Allmand; Mr. Allmand is a former Solicitor General of Canada and the immediate past president of the International Centre for Human Rights and Democratic Development now known as "Rights and Democracy."
- Hon. Edward Broadbent; Mr.Broadbent is a former leader of Canada's New Democratic Party. He was the first president of "Rights and Democracy."
- Hon. Gordon Fairweather; Mr. Fairweather is the first chief commissioner of the Canadian Human Rights Commission. He has been Attorney General of New Bunswick and a member of the Canadian House of Commons
- Hon. David MacDonald; Mr. MacDonald is a former Canadian Secretary of State and Minister of Communications. Mr. MacDonald has been Canada's ambassador to Ethiopia.
- Hon. Flora MacDonald; Ms. MacDonald is a former Canadian Minister of Foreign Affairs and a former Minister of Communications.
- The Very Reverend the Honorable Lois Wilson; Rev. Wilson is a former Moderator of the United Church of Canada and a recently retired member of the Canadian Senate.

On craint aussi que la législation ne produise des conséquences néfastes durables sur la perception du public quant aux organismes de bienfaisance, en associant ces derniers au financement du terrorisme. Cela provoquerait un effet dévastateur sur la capacité de réalisation des objectifs poursuivis par ces organisations, alors qu'un grand nombre d'entre elles ont déjà du mal à obtenir un appui suffisant pour continuer leurs activités.

La capacité d'appliquer des programmes de développement ou d'acheminer l'aide humanitaire dont disposent les ONG canadiennes a déjà été entravée par le resserrement des exigences en matière de visas, tant au Canada que dans les pays dans lesquels œuvrent ces organisations. Les ONG canadiennes ont signalé des cas où les partenaires du Sud se sont vu refuser des visas pour assister à des réunions au Canada. À l'inverse, les agents canadiens de l'aide et les défenseurs des droits de la personne ont éprouvé des difficultés à obtenir des visas pour certains pays aux prises avec des conflits, la violence civile et des violations des droits de la personne, telle la Colombie.

Une ONG confessionnelle bien établie a signalé à la CSILC que son institution financière avait refusé à deux reprises de transférer des fonds réservés à l'aide humanitaire et à des projets de reconstruction en Iraq.

En février 2003, l'Agence canadienne de développement international (ACDI) a demandé à certaines ONG intervenant au Moyen-Orient de lui donner un complément d'information sur tout programme ou projet susceptible d'être relié à l'Iraq. La demande de renseignements paraissait émaner d'une demande au titre de la Loi sur l'accès à l'information et de craintes éprouvées par l'ACDI que tout programme financé par l'Agence n'implique une organisation figurant sur la liste des terroristes soupçonnés par l'ONU. Les agences humanitaires redoutent que l'exécution des programmes dans des pays comme le Liban ou la Colombie, par exemple, ne soit compromise, par crainte d'une éventuelle « proximité » avec des « entités figurant sur la liste » tel le Hezbollah ou les FARC (Forces armées révolutionnaires de Colombie).

Contexte des politiques et des libertés civiles

Le contexte des politiques et le discours tenu au gouvernement, dans le secteur privé, les médias, voire dans certains milieux universitaires sont de plus en plus dominés par la « stratégie de sécurité » et par un souci tout à fait perceptible de satisfaire les intérêts et les exigences des États-Unis dans ce domaine. Cette attitude est particulièrement mise en évidence par la proposition formulée par le Conseil canadien des chefs d'entreprise, qui envisage la création d'un « périmètre de sécurité nord-américain », et par celle de Denis Coderre, ministre de la Citoyenneté et de l'Immigration, qui porte sur l'introduction d'une carte d'identité nationale. Pour sa part, Elinor Caplan, ministre de Douanes et Revenu Canada, a déclaré que le Canada n'a pas exclu la possibilité de contraindre les citoyens à aviser les autorités lorsqu'ils quittent le pays, mesure comparable au rigoureux système américain de contrôle des entrées et des sorties, qui doit entrer en vigueur d'ici la fin de 2005. Le 29 mars dernier, l'Ottawa Citizen a en outre rapporté que des fonctionnaires du ministère du Solliciteur général souhaitent vivement lier les systèmes de données informatiques de la justice et de la police, non seulement entre les organismes fédéraux et provinciaux chargés de l'application de la loi et de la justice, mais qu'ils envisagent aussi l'expansion du Réseau canadien d'information pour la sécurité publique, qui comprendrait l'échange de renseignements entre le Canada et les États-Unis.[8] Cette initiative, ainsi que les dispositions relatives à l'utilisation et à la divulgation d'informations provenant de la banque de donnée de l'Agence canadienne des douanes et du revenu sur les passagers aériens, sont alarmantes au vu du système de veille totale des États-Unis (Total Information Awareness), un projet destiné à créer une banque de données centralisée sur chaque citoyen américain.

Nous risquons de nous trouver bientôt dans une situation où tous les renseignements personnels sur les Canadiens se trouveront entre les mains d'organismes de sécurité américains qui en assureront la gestion centrale, sans devoir en rendre compte devant le Parlement ni le public du Canada. Il se dégage de ce discours naissant une tendance très préoccupante impliquant que la « sécurité » ne sera préservée qu'au détriment de la souveraineté et des libertés civiles que les Canadiens ont toujours considérées comme essentielles. Ces garanties fondamentales sont aussi enchâssées dans notre Charte canadienne des droits et libertés.

Le Commissaire à la protection de la vie privée du Canada et plusieurs de ses homologues provinciaux ont affirmé que le renforcement des pouvoirs de surveillance accordés à la police et aux fonctionnaires par des initiatives telles que la banque de données de l'ACDR à la « Big Brother », le projet C-17, la législation proposée sur l'accès légal et la carte d'identité nationale envisagée représentent une intrusion injustifiable dans le domaine la protection de la vie privée, qui constitue un droit humain fondamental. Dans un communiqué de presse daté du 1er novembre 2002, le Commissaire à la vie privée a lancé une mise en garde, affirmant qu'« il ne faut pas manipuler les événements du 11 septembre pour qu'ils deviennent une occasion — une occasion d'élargir les pouvoirs policiers d'ingérence dans la vie privée à des fins qui n'ont aucun rapport avec la lutte contre le terrorisme. » Il a aussi déclaré que depuis le dépôt du projet C-55 (le prédécesseur du projet C-17), il avait utilisé tous les moyens à sa disposition pour faire connaître et comprendre à tous les ministres et hauts fonctionnaires concernés les questions d'importance cruciale de protection de la vie privée qui sont en jeu, mais qu'il n'avait pas réussi à obtenir une réaction adéquate de leur part. M. Radwanski a conclu qu'« il appartient maintenant au Parlement de leur expliquer que la protection de la vie privée est un droit humain fondamental des Canadiens qui doit être respecté, plutôt que traité avec l'apparente indifférence dont fait preuve le gouvernement. »

Conclusion

Les événements survenus après septembre 2001 ont amenés d'aucuns à croire que l'affaiblissement des garanties juridiques et l'écrasement des droits de la personne amélioreront notre sécurité. Celle-ci est en fait renforcée par les lois et les procédures garantissant le respect des droits de chacun.

Nous déplorons le fait qu'un grand nombre des membres de l'élite chargée de formuler la politique du Canada cèdent aux pressions persistantes — directes et indirectes — exercées par les États-Unis pour que nous mettions nos lois et nos pratiques en conformité avec les lois américaines. Nombreux sont les Américains qui estiment que les libertés essentielles et les garanties constitutionnelles sont menacées dans leur propre pays. L'année dernière, par exemple, les demandes de surveillance déposées par le gouvernement fédéral des États-Unis au titre de la loi sur la surveillance des activités de renseignement à l'étranger (Foreign Intelligence Surveillance Act), qui avaient pour but de pourchasser les espions étrangers, ont, pour la première fois dans l'histoire américaine, dépassé le nombre de l'ensemble des demandes effectuées en vertu de la loi nationale. Le projet sur la sécurité de la patrie, le système de veille totale (Total Information Awareness system) et le système national d'enregistrement des entrées et des sorties, le profilage et l'enregistrement des résidents d'une région géographique, d'une origine religieuse ou d'un sexe en particulier, ainsi que bon nombre d'autres initiatives, mettent en péril les normes et les traditions canadiennes, de même que les droits de la personne nationaux et internationaux. Il existe une tendance alarmante à renforcer l'« harmonie » (sic) de nos lois, nos pratiques et nos règlements administratifs, sans débat suffisant au sein du public ni du Parlement.

Nous pensons que le Parlement et le gouvernement du Canada doivent réaffirmer leur attachement aux droits et protections essentiels conférés aux Canadiens par la Constitution et la Charte canadienne des droits et libertés. Tous les projets de loi relatifs à la sécurité et aux sujets de préoccupation tels que le terrorisme international doivent être évalués à la lumière de ces revendications préalables fondamentales.

Enfin, nous réitérons notre appel pour que soit immédiatement rétablie l'équité de toutes les procédures judiciaires et que soit créé un mécanisme parlementaire chargé d'examiner et de surveiller les effets combinés de l'ensemble de la législation et des autres mesures (présentes et futures) relevant de la stratégie antiterroriste du Canada.

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Notes

1. A noter que suite à une série de contestations constitutionnelles, cette disposition précise a récemment été supprimée de ce qui est maintenant la Loi sur le recyclage des produits de la criminalité. Les obligations incombant aux avocats en vertu de la Loi sont en voie de réexamen, afin de tenir davantage compte des obligations déontologiques du Barreau envers ses clients.
2. Par exemple, bien que les propositions contenues dans le projet C-17 visent ostensiblement la « sécurité nationale », les renseignements sur les passagers recueillis par les compagnies aériennes pour fins de voyages seraient récupérés en vue d'appliquer la loi nationale, ce qui n'aurait aucun rapport avec le terrorisme. Cela équivaut à installer un barrage routier sur un pont dans le but de détecter des passagers recherchés par le police.
3. Par exemple, la détention des demandeurs d'asile haïtiens qui arrivent par bateau.
4. Page A17.
5. Annonce faite lors d'un point de presse tenu à la frontière entre les États-Unis et le Canada, à Niagara Falls.
6. Conférence parrainée par la Canadian Association for Security Intelligence Studies.
7. Globe and Mail, 28 novembre, 2002, page A8
8. Dans un article signé Jim Bronskill, titré "Cesh woes plague anti-terror data bank."

Annexe

Coalition pour la surveillance internationale des libertés civiles

La Coalition pour la surveillance internationale des libertés civiles réunit des ONG, des églises, des syndicats, des défenseurs de l'environnement, des défenseurs des libertés civiles, d'autres groupes confessionnels et des groupes représentent des collectivités d'immigrants et de réfugiés au Canada. Les organisations membres incluent : Amnistie Internationale, l'Association canadienne des professeures et professeurs d'université, l'Association québécoise des organismes de coopération internationale, l'Association du barreau canadien, la Fédération canado-arabe, le Syndicat canadien des travailleurs de l'automobile, Canadian Friends Service Committee, le Centre canadien pour le philanthropie, le Conseil canadien pour la coopération internationale, le Conseil canadien pour les réfugiés, le Conseil ethnoculturel canadien, le Conseil du travail du Canada, CARE Canada, Centre for Social Justice, le Conseil des Canadiens, CUSO, B.C. Freedom of Information and Privacy Association, Développement et Paix, le Fondation David Suzuki, Greenpeace, International Development and Relief Foundation, Inter Pares, l'Association des avocats musulmans, Ontario Council of Agencies Serving Immigrants, le Fonds du Primat pour le secours et le développement mondial, la Ligue des droits et libertés du Québec, Droits et Démocratie, le Syndicat des métallos unis d'Amérique, et Vision mondiale Canada.

Le cercle des amis de la coalition

- L'Honorable Warren Allmand; M. Allmand est un ancien Solliciteur général du Canada et président sortant de Droits et Démocratie.
- L'Honorable Ed Broadbent; M. Broadbent est un ancien chef du Nouveau Parti Démocratique du Canada. Il fut le premier président du Centre international des droits de la personne et du développement démocratique, maintenant connu sous le nom de Droits et Démocratie.
- L'Honorable Gordon Fairweather; M. Fairweather fut le premier Commissaire en chef de la Commission canadienne des droits de la personne. Il a également été Procureur général du Nouveau-Brunswick et représentant à la Chambre des Communes.
- L'Honorable David MacDonald; M. MacDonald est un ancien Secrétaire d'État et ancien ministre aux Communications du Canada. Il a été ambassadeur du Canada en Éthiopie.
- L'Honorable Flora MacDonald; Mme MacDonald est une ancienne ministre des Affaires étrangères et ancienne ministre des Communications.
- La Très Révérende et Honorable Lois Wilson; Mme Wilson est une ancienne dirigeante de l'Église Unie du Canada, et membre à la retraite du Sénat canadien.

« le filtre à travers lequel passe le débat politique », la CJFE a invité le gouvernement fédéral à examiner les activités de l'ACDR pour s'assurer que l'Agence ne devienne pas un censeur politique.

Racisme et profilage racial

La difficulté de donner une définition stricte et exacte des termes « terrorisme » et « terroristes » est compliquée par la probabilité qu'il existe des attitudes et des croyances insidieuses et discriminatoires.

Dans un communiqué diffusé le 10 mars 2003, le Congrès canadien islamique fait savoir que les crimes haineux contre les musulmans canadiens ont augmenté de plus de 1,600 % depuis septembre 2001. Le CIC signale aussi qu'en dépit d'une telle recrudescence, la plupart des services de police locaux ne conservent pas de données suffisantes sur la religion des victimes de crimes haineux, ce qui rend presque impossible l'imputation de ce genre de crimes à la haine contre les musulmans.

Les chefs de file communautaires d'origine arabe ou musulmane ont fait état de nombreux cas de personnes qui ont reçu la visite de la police, sans mandat, et ont été emmenées à des fins d'interrogation. Bien que le projet C-36 n'ait pas été appliqué intégralement dans de tels cas, il a été utilisé comme menace pour « encourager » des entrevues volontaires, en invoquant le risque d'une détention préventive autorisée par cette loi. Les victimes d'un tel traitement par la police ont eu peur de se manifester publiquement, par crainte de nouvelles représailles, mais les chefs de file commautaire affirment que des centaines d'entrevues de ce genre ont eu lieu.

Dans un commentaire publié dans l'édition du 16 octobre 2002 du Globe and Mail,[4] Sheema Khan, présidente du Council on American-Islamic Relations (CAIR), a fait la lumière sur la disparition, la détention secrète et la déportation, par les autorités américaines, de Maher Arar et d'une demi-douzaine d'autres citoyens canadiens d'origine arabe ou islamique. CAIR et la Fédération canado-arabe ont tous deux accusé le gouvernement du Canada de fermer les yeux sur les violations des droits de ces citoyens canadiens.

Le 10 février 2003, l'Ottawa Sun a publié un article sur les activités du SCRS sur les campus universitaires canadiens. Il citait une déclaration du Conseil national des relations canado-arabes, selon laquelle les étudiants d'origine arabe étaient abordés par des agents du SCRS dans le but de les interroger et étaient menacés de déportation et de révocation de leur citoyenneté s'ils ne donnaient pas d'information sur les membres de leur communauté.

Le 7 novembre 2002, le procureur général des États-Unis, John Ashcroft, a annoncé[5] un renforcement des mesures de sécurité aux frontières américaines, notamment la mise en place du système de registre national des entrées et des sorties (National Security Entry-Exit registry System). Il a déclaré aux médias canadiens que jusqu'alors, 14 000 personnes de 112 pays avaient été soumises à des mesures spéciales de sécurité (qui comprennent de longs interrogatoires, ainsi que la prise d'empreintes digitales et de photos). Sur ce nombre, 1 400 (10 %) étaient des Canadiens. Parmi le total des personnes visées, 172 avaient été arrêtées pour diverses raisons, mais une seule pour un motif « lié au terrorisme. » Le 14 novembre 2002, Radio-Canada a signalé qu'au cours des deux premières semaines du même mois, 100 citoyens canadiens d'origine étrangère avaient déposé une plainte auprès du ministère des Affaires étrangères et du Commerce international (MAECI), après avoir été « fichés » par des agents d'immigration des États-Unis. Les chiffres obtenus auprès du MAECI par la CSILC indiquent qu'entre novembre 2002 et la fin de février 2003, 59 plaintes ont été enregistrées. À quelques exceptions près, les plaignants étaient des Canadiens d'origine musulmane ou arabe. Du fait de cette situation, des milliers de citoyens canadiens ont peur de voyager aux États-Unis ou de transiter par ce pays. Les organisations arabes et musulmanes ont demandé au MAECI d'afficher un avis en ce sens à l'intention des voyageurs.

Le 26 septembre 2002, le sous-ministre de la Justice Morris Rosenberg a déclaré, lors d'une conférence de spécialistes de la sécurité et du renseignement, que bien qu'il ne recommande pas le profilage racial, il ne l'exclurait pas non plus automatiquement comme technique[6] Il a en outre affirmé que les tribunaux finiront sans doute par déterminer si cette pratique est justifiée.

Dans un commentaire publié le 9 mars 2003 dans le Toronto Star, Raja Khouri, président de la Fédération canado-arabe, écrit : « Les stéréotypes et les insinuations racistes présentés par certains, dans les grands médias, confirment qu'il est permis de s'en prendre aux Arabes et aux musulmans pour les traiter avec suspicion. Ils sont coupables par association, suspects du fait de leur appartenance ethnique et de leur religion, et sont donc des cibles acceptables de haine. » Doutant que le multiculturalisme puisse survivre à la stratégie de sécurité, M. Khouri déclare que le Canada « a effectivement entrepris une démarche d'automutilation : supprimant les libertés civiles auxquelles il est attaché, bafouant les droits des citoyens qu'il avait auparavant juré de protéger et déchirant son tissu multiculturel avec insouciance. »

Politiques de traitement des réfugiés

Tout comme les Canadiens d'origine musulmane ou arabe ont subi de plein fouet les conséquences de notre nouvelle stratégie antiterroriste, les personnes cherchant refuge au Canada en ont aussi ressenti les effets, sans disposer pratiquement d'aucun recours pour signaler un traitement discriminatoire.

À l'automne 2002, Citoyenneté et Immigration Canada a engagé un projet à l'aéroport international Pearson afin de détenir les arrivants, la plupart des demandeurs du statut de réfugié, dont l'identité était incertaine. Selon les procédures habituelles de fonctionnement [A55(2)(b)] Internement au centre de détention de la région métropolitaine de Toronto, les personnes doivent être détenues pour les motifs suivants : « identité prétendue douteuse, crédibilité globale ou propos évasifs de la personne concernée, manque de coopération. » Les personnes les plus touchées par ce projet sont les demandeurs du statut de réfugié, dont un grand nombre arrive sans documents valides. Néanmoins, au paragraphe 1 de l'article 31, la Convention relative au statut de réfugié des Nations Unies stipule que les réfugiés peuvent être amenés à utiliser des moyens illicites pour entrer dans un pays sûr et prévoit que les pays d'accueil n'imposeront pas de sanctions à ce titre. Néanmoins, un garde-frontière a déclaré au Globe and Mail : « avant, nous étions censés relâcher, maintenant, on nous incite à détenir. »[7]

Le 5 décembre 2002, le Canada et les États-Unis ont signé un Accord sur les pays tiers sûrs, dans le cadre de la Déclaration sur la frontière intelligente adoptée par les deux pays après les attentats terroristes du 11 septembre. Cet accord faisait suite à des plaintes émanant de certains politiciens américains alléguant que le système canadien de traitement des réfugiés était trop largement ouvert et présentait un risque en matière de sécurité. Dans le cadre de cet accord, le Canada peut refouler des demandeurs du statut de réfugié qui arrivent à ses frontières terrestres, de manière à ce qu'ils présentent une demande d'asile aux États-Unis, en vertu du principe par lequel les réfugiés doivent demander une protection dans le premier pays qu'ils atteignent.

Le 27 janvier 2003, Citoyenneté et Immigration Canada a émis de nouvelles instructions autorisant le renvoi direct des demandeurs du statut de réfugié à la frontière canado-américaine, sans assurance des autorités états-uniennes que les demandeurs seraient en mesure de se présenter à leurs rendez-vous. Ces renvois directs s'entendent du renvoi temporaire aux États-Unis de demandeurs, à qui l'on fixe un rendez-vous ultérieur pour soumettre leur demande. Les cas des demandeurs qui ont été refoulés sont traités par les autorités américaines qui peuvent détenir ces personnes, ce qui risque de les priver du droit de présenter leur demande au Canada. Au 5 mars 2003, 432 demandeurs avaient fait l'objet d'un renvoi direct, au seul poste-frontière de Lacolle. Parmi eux, 133 étaient détenus par les autorités américaines. Quatre-vingt-quatre détenus avaient versé une caution, de sorte que 49 se trouvaient encore internés. Collectivement, les personnes libérées sous caution ont versé plus de 125 000 $ E.U., sommes pour la plupart irrécupérables. Les personnes qui n'ont pu obtenir leur libération, soit parce qu'elles n'étaient pas en mesure de payer la caution, soit parce qu'elles étaient détenues sans possibilité de libération, se trouvent de surcroît dans l'impossibilité de soumettre leur demande au Canada.

Dans le résumé de l'étude d'impact de la réglementation qui accompagne le projet de règlement sur les pays tiers sûrs, publié dans la Gazette du Canada, le 26 octobre 2002, le gouvernement reconnaît que « les dispositions réglementaires proposées ... auront probablement des conséquences différentes pour les hommes et les femmes. » Dans le résumé, on ajoute que « le Canada et les États-Unis traitent différemment les demandes d'asile fondées sur des motifs de persécution liée au sexe. » Selon certaines indications, John Ashcroft, le procureur général des États-Unis, se prépare à prendre de nouveaux règlements qui limiteraient gravement la protection accordée par les États-Unis aux femmes échappant à la persécution sexospécifique.

Effet saisissant sur les ONG en développement international et sur l'aide humanitaire

La nouvelle Loi sur l'enregistrement des organismes de bienfaisance (renseignements de sécurité) adoptée dans le cadre du projet C-36 permet à l'État de révoquer le statut d'organisme de charité ou de rejeter une nouvelle demande d'enregistrement, s'il est constaté que l'organisme de bienfaisance soutient ou a soutenu des « activités terroristes. » Ce constat peut aussi entraîner la confiscation ou la saisie des avoirs de l'organisme et expose ses administrateurs à une responsabilité civile pour manquement à l'obligation fiduciaire, s'ils n'ont pas suffisamment protégé ces avoirs. Le processus est amorcé par la délivrance d'un certificat de sécurité par le Solliciteur général et le ministre du Revenu national attestant qu'ils estiment avoir des « motifs raisonnables » de croire que l'organisation a mis, directement ou indirectement, des ressources à la disposition d'une entité qui se livrait à ce moment, et se livre encore, à des « activités terroristes »; une fois qu'un organisme de bienfaisance a été avisé de la délivrance d'un certificat, ce document est examiné par un juge de la Cour fédérale qui en établit le caractère raisonnable. Dans le cadre de son examen judiciaire, le juge doit donner à l'organisme un résumé des motifs justifiant la délivrance du certificat, mais peut limiter la divulgation d'information pour motif de « sécurité nationale », en particulier si la preuve repose sur des renseignements fournis par un gouvernement étranger ou d'autres sources étrangères. En outre, la preuve soumise au juge par les ministres peut comprendre des renseignements qui seraient inadmissibles dans un tribunal judiciaire. Cette procédure limite gravement la capacité dont dispose l'organisme pour se défendre et soulève de vives préoccupations à l'égard des principes fondamentaux de justice naturelle et d'équité.

Par suite de cette modification législative, les organisations non gouvernementales (ONG), confessionnelles et humanitaires canadiennes craignent de plus en plus que l'aide humanitaire ne soit compromise ou dissuadée dans certaines régions de conflits, où il est souvent impossible d'éviter de nouer des liens avec tous les combattants, dans le processus de fourniture d'une aide aux personnes qui en ont besoin. Les organisations risqueraient d'hésiter à s'impliquer dans ces situations, à cause du risque que présente la « proximité » avec des organisations figurant sur la liste des « organisations terroristes » dressée par l'ONU et du fait des conséquences dramatiques, pour toute ONG humanitaire accusée de « liens » avec de tels organismes. Même en suivant les meilleures pratiques et les normes internationales, en prenant des précautions considérables et en recourant à la diligence raisonnable pour éviter les situations susceptibles d'engendrer une responsabilité, nombreuses sont les organisations qui estiment que la vague définition du « terrorisme » énoncée dans la législation et le manque d'équité de la procédure les fragilise.

plexe, la législation deviendra quasiment irréversible et le manque de transparence sera exacerbé. Au niveau politique, il n'y a donc aucune continuité ni cohérence dans l'analyse et l'évaluation des lois et de leurs effets. Bref, l'application de la nouvelle législation est fondamentalement laissée à la surveillance interne et à la régulation des forces de sécurité et des agents de l'État, dont le travail dépend d'une législation de ce genre et qui n'ont presque aucune obligation de rendre compte de leurs actes.

Pouvoirs d'enquête excessifs

Nombreux sont les analystes de ces récentes initiatives qui ont conclu que les dispositions actuelles du Code criminel et de la Loi sur le Service canadien du renseignement de sécurité, ainsi que les pouvoirs conférés par les conventions et les instruments internationaux en vigueur, accordent déjà à la police des pouvoirs suffisants pour combattre efficacement le terrorisme. Néanmoins, même ceux qui affirment que la guerre contre le terrorisme justifie un élargissement des pouvoirs de surveillance et de détention, y compris des atteintes aux libertés civiles et individuelles, sont tenus d'adhérer aux principes constitutionnels fondamentaux et aux valeurs de la Charte.

Premièrement, la réaction du Canada face au terrorisme doit être proportionnelle (en prenant la mesure des risques apparents dans toute situation donnée) et bien ciblée sur la lutte contre le terrorisme. La CSILC admet l'existence compréhensible d'un vif sentiment d'urgence afin de prévenir des actes futurs de terrorisme, mais ne connaît jusqu'à présent que quelques faits publics avérés justifiant l'ampleur de la réaction actuelle du Canada. Un grand nombre de ces lois ne se limitent pas à des buts antiterroristes, mais sont susceptibles d'avoir une double finalité.[2] Il est encore plus probable que les droits de la personne subiront une érosion si ces dispositions sont utilisées à des fins sans rapport avec la lutte contre le terrorisme et sans égard aux protections constitutionnelles normales associées à l'application du droit pénal. Nous redoutons particulièrement que la stratégie antiterroriste du Canada obéisse surtout au désir de satisfaire les exigences des États-Unis en harmonisant nos politiques avec les leurs (notamment en matière d'immigration et de traitement des réfugiés) et en soumettant les services canadiens de renseignement aux impératifs définis par l'appareil de sécurité draconien des États-Unis.

Deuxièmement, il y a certainement lieu de renforcer, et non de réduire, l'obligation de rendre compte, lorsque les lois proposées compromettraient franchement l'exercice des droits essentiels et que, de ce fait, elles risquent intrinsèquement d'être davantage utilisées à mauvais escient. Mais tel n'est pas le cas de ces mesures, hélas. Partout, on s'en remet à la discrétion des ministres, de la police et des fonctionnaires. La surveillance exercée par le Parlement et le contrôle assuré par une myriade de conseils et commissions veillant à la bonne exécution des mesures sont, au mieux, aléatoires. Par exemple, dans une déclaration écrite sous serment déposée à la Cour fédérale le 7 novembre 2002, Shirley Heafy, présidente de la Commission des plaintes du public contre la GRC, affirme que la GRC, dans un cas ordinaire faisant l'objet d'un examen par la Commission, entrave la capacité de celle-ci d'enquêter sur les allégations d'inconduite de la police, en refusant de remettre d'autres renseignements pertinents, obtenus par l'intermédiaire d'« indicateurs confidentiels ». Selon la présidente de ladite commission, il s'agit d'une question particulièrement importante, compte tenu des vastes pouvoirs de détention et d'arrestation des suspects prévus par la législation antiterroriste et elle conclut que « si la commission ne peut enquêter pleinement sur les plaintes, le contrôle public de la police perdra tout son sens. »

S'il est nécessaire de renforcer les pouvoirs de l'État pendant une période limitée pour assurer la sécurité publique, il faut qu'ils soient soigneusement adaptés à toute menace confirmée et qu'ils respectent les garanties prévues par la Constitution et la Charte. Ils doivent aller de pair avec une responsabilité et une obligation de rendre compte.

La CSILC recommande donc les mesures suivantes :

1. Tout renforcement des pouvoirs policiers doit s'accompagner de dispositions renforçant les garanties légales. Les personnes tombant sous le coup de ces mesures de sécurité doivent disposer des moyens de se défendre et il faut préserver le droit du public à être informé et à porter un jugement sur les agissements de l'État. Il faut par conséquent modifier la Loi antiterroriste pour rétablir, lors des procès pour délit terroriste, une procédure équitable qui soit ouverte et transparente; elle doit comprendre une audience qui respecte intégralement les droits de la défense (droit d'avis, de divulgation et droit de disposer d'un avocat) et le jugement doit être soumis à un contrôle judiciaire exercé par la Cour fédérale et la Cour suprême du Canada. De même, les articles du projet C-18 (Loi sur la citoyenneté du Canada) doivent être remaniés pour assurer, tout au moins, le respect des droits de la défense dans les causes portant sur l'annulation de la citoyenneté.

2. Les vastes répercussions des projets C-36, C-17 et des autres lois connexes soulignent la nécessité de créer un mécanisme parlementaire global, qui soit doté de la capacité d'examiner et d'analyser l'utilisation de l'ensemble de la législation adoptée pour combattre le terrorisme, de même que ses conséquences sur les droits et libertés fondamentaux. Parmi les possibilités envisagées, on peut notamment transformer le Comité législatif sur le projet C-17 (Loi sur la sécurité publique) en un comité spécial chargé d'assurer un suivi de toute la législation se rapportant à la lutte contre le terrorisme, ou tenir des réunions mixtes du Comité permanent de la justice et des droits de la personne et d'autres comités ayant pour mission d'étudier toute législation antiterroriste.

3. Toute initiative doit éviter que les mesures proposées pour combattre le terrorisme ne soient appliquées dans un vaste domaine sans rapport avec le but poursuivi. Il convient par exemple de modifier la réglementation afférente au projet C-17 concernant l'échange et l'usage des renseignements sur les passagers aériens, pour éviter qu'elle ne se prête à un double usage et que les mesures antiterroristes ne fournissent par inadvertance des raccourcis dans l'application normale du droit, comme cela est actuellement envisagé. De tels raccourcis portent inutilement préjudice aux droits et libertés fondamentaux des Canadiens et risquent d'entamer le respect pour la primauté du droit, ainsi que pour les libertés individuelles et la vie privée.

4. Il y a lieu de révoquer l'Accord sur les pays tiers sûrs conclu entre le Canada et les États-Unis à propos des demandeurs d'asile. Étant donné la multiplication des mesures, plusieurs d'entre elles discriminatoires,[3] qui portent atteinte aux droits des réfugiés aux États-Unis, le fait d'avancer que ces derniers constituent un pays tiers sûr est parfaitement incompatible avec les valeurs humanitaires et les obligations internationales propres au Canada.

Répercussions élargies de la stratégie antiterroriste

Il est important, mais insuffisant, de surveiller et d'examiner l'application de la seule Loi antiterroriste. Pour évaluer les véritables répercussions de la totalité des mesures adoptées ou envisagées pour combattre le terrorisme, on ne saurait s'en tenir à la stricte application de la législation et il convient d'étudier ce qui se produit « dans l'ombre de la loi. »

Criminalisation de la dissidence politique

La définition du « terrorisme » et l'identification des « terroristes » ont fait l'objet d'un débat considérable, dans le cadre du projet C-36 et plus avant. Il est à craindre que sauf à en limiter soigneusement la portée, ces termes lourdement chargés ne soient utilisés de façon trop vague pour justifier un acte d'intrusion de l'État au-delà du domaine préalablement toléré. Cette question préoccupe particulièrement les groupes et les particuliers qui critiquent les mesures actuelles du gouvernement.

Aux premières heures du matin du 21 septembre 2002, la Loi antiterroriste (C-36) a été officiellement invoquée par la GRC, avec le soutien du SCRS, dans le but d'obtenir un mandat de perquisition et d'effectuer une descente au domicile de deux militants autochtones, à Port Alberni, en Colombie-Britannique. Cette descente tapageuse a été effectuée par l'Équipe intégrée des enquêtes sur la sécurité nationale (EIESN) — créée par le projet C-36 — accompagnée de membres du détachement local de la GRC, de membres de l'Équipe de réaction d'urgence de la police, ainsi que des services locaux d'ambulance et d'incendie. Le domicile était celui de deux membres de la Société des guerriers de la côte ouest (West Coast Warrior Society) et la descente a prétendument été effectuée pour chercher des armes. Tout le quartier a été évacué « par précaution de sécurité. »

Aucune arme illicite n'a été trouvée ni aucune accusation portée par suite de cette opération policière. On a dit aux porte-parole de la Warrior Society que l'information utilisée pour obtenir le mandat de perquisition était confidentielle. Les deux individus concernés s'impliquent depuis un certain nombre d'années dans des dossiers autochtones par l'intermédiaire de diverses organisations, notamment Union of BC Indian Chiefs, United Native Nations, Native Youth Movement, Indigenous Sovereignty Network et West Coast Warrior Society.

Dans un article intitulé « The Hands of Terror », paru à la fin de 2001 dans la Gazette, une publication de la GRC, les groupes et les particuliers menant des activités de sensibilisation concernant « les aliments génétiquemenet modifiés et les préoccupations écologiques permanentes à propos de l'eau, de la préservation des forêts et des droits des animaux » sont cités de la même façon comme des exemples de terroristes potentiels « agissant sous l'emprise d'une idéologie par opposition à une affiliation » et faisant l'objet d'une surveillance active par la GRC.

Dans son édition du 24 février 2003, le National Post signale qu'un rapport du SCRS sur le contre-terrorisme préparé pour Wayne Easter, à la suite de sa nomination au poste de Solliciteur général, dénonce les extrémistes violents du mouvement antimondialisation comme une préoccupation constante pour le Canada, en matière de sécurité. Ce rapport du SCRS était daté de novembre 2002, soit quelques mois après que le Canada eut accueilli sans incident le sommet du G8 à Kananaskis (Alberta).

En février 2003, la Ligue des droits et libertés du Québec s'est vu refuser l'utilisation d'une salle de la Bibliothèque nationale du Québec où elle voulait organiser une réunion pour discuter du projet « Accès légal » de Justice Canada. Un porte-parole de la Bibliothèque nationale a informé la Ligue que, suite aux événements du 11 septembre 2001, l'institution avait adopté une nouvelle politique limitant l'usage de ses salles de réunion à des activités culturelles.

Au début de mars 2003, à la veille de l'invasion de l'Iraq, l'Agence canadienne des douanes et du revenu a saisi et conservé une cargaison de bandes vidéo du film contre la guerre intitulé « What I've Learned About U.S. Foreign Policy », réalisé par le producteur de documentaires Frank Dorrel. Dans une lettre adressée à l'importateur des vidéos, Global Outlook Magazine, l'ACDR déclare avoir pris cette mesure parce qu'« elles (les vidéos) risquent de constituer une obcénité ou une propagande haineuse » . Le documentaire présente notamment feu Martin Luther King Jr. et l'actrice Susan Sarandon. Après avoir examiné la vidéo et conclu qu'elle n'enfreignait aucune loi, l'ACDR a autorisé la mise en circulation des vidéos, le 12 mars. Les Journalistes canadiens pour la liberté d'expression (CJFE) font valoir à juste titre que l'intervention de l'ACDR dans l'approbation de documents politiques consitue un écart de conduite préoccupant de la part de l'agence fédérale. Affirmant que les Canadiens ont le droit de s'attendre à ce que l'ACDR ne devienne pas

Dans l'ombre de la loi

Rapport de la Coalition pour la surveillance internationale des libertés civiles en réaction au 1er rapport annuel de Justice Canada sur l'application de la Loi antiterroriste

La Coalition pour la surveillance internationale des libertés civiles (CSILC) apprécie l'occasion de réagir au premier rapport annuel sur l'application du projet C-36, la Loi antiterroriste. La CSILC est un vaste regroupement diversifié qui réunit des organisations non gouvernementales vouées au développement international et à l'action humanitaire, des groupes religieux, des syndicats, des défenseurs de l'environnement, des droits de la personne et des droits civils, d'autres groupes confessionnels et des associations représentant la communauté des immigrants et des réfugiés au Canada (une liste complète des membres figure à l'Annexe). Les membres de la CSILC se sont rassemblés dans le souci de protéger les libertés individuelles, les libertés démocratiques et les libertés civiles au Canada. Notre rapport est divisé en deux parties. Dans la première, nous réagissons au rapport annuel et proposons des recommandations pour résoudre les problèmes actuels. Dans la seconde, nous examinons les graves répercussions de l'initiative antiterroriste engagée par le gouvernement.

Le rapport a une portée trop étroite

Le rapport de Justice Canada sur le projet C-36 (Loi antiterroriste), déposé au Parlement le 1er mai 2003, contient un minimum d'informations portant sur deux articles seulement de la loi. Il a une portée trop restrictive et trop limitée pour permettre de mesurer avec clarté et justesse les effets de la série de mesures adoptées (ou encore en voie d'examen) par le Parlement, depuis le 11 septembre 2001. Afin de porter cette appréciation, il faut évaluer toutes les répercussions, sur les droits et libertés, de la stratégie antiterroriste dans son ensemble.

Il est indispensable de réaliser un suivi indépendant et continu des répercussions du projet C-36 sur les citoyens canadiens et leurs libertés civiles fondamentales. La Loi antiterroriste (projet C-36) accorde à la police des pouvoirs élargis en matière d'enquête et de surveillance, autorise la détention préventive, porte atteinte aux droits de la défense en soustrayant certains renseignements d'« intérêt national » à la divulgation en salle d'audience ou dans le cadre d'autres procédures judiciaires, et prévoit la révocation du statut de charité des organismes de bienfaisance accusés de liens avec des organisations terroristes. Toutes ces modifications sont fondées sur une définition floue, vaste et imprécise des activités terroristes. Pour véritablement mesurer et évaluer de telles répercussions, nous devons aller au-delà du projet C-36 et examiner plutôt dans sa totalité la stratégie antiterroriste mise en place par notre gouvernement.

Dans l'ensemble, la tendance qui se dégage des initiatives en matière de législation et d'orientation politique entraîne de vastes répercussions et représente une mutation significative des rapports entre les citoyens et l'État au Canada. Il s'agit d'une tendance qui modifie considérablement la manière dont les libertés civiles ainsi que les droits et libertés individuels ont été jusqu'à présent envisagés et protégés par nos valeurs démocratiques canadiennes et notre Charte canadienne des droits et libertés.

Le projet C-36 a modifié vingt autres lois, y compris le Code criminel, et a entraîné la promulgation de la Loi sur l'enregistrement des organismes de bienfaisance (renseignements de sécurité). En dépit de son application très vaste, ce projet a depuis été renforcé par plusieurs autres mesures législatives. Avant même l'arrivée du projet C-36, on avait déposé d'autres projets représentant une expansion sans précédent des pouvoirs de l'État, dans le cadre de la lutte contre le crime organisé, dont l'application ne fut jamais limitée à ce seul but. Par exemple, en 2001, le projet C-24 portant modification au Code criminel (crime organisé) a institué une exonération de responsabilité pénale non seulement pour la police, mais aussi pour les agents de cette dernière. L'année d'avant, le projet C-22 recevait la sanction royale et créait une énorme agence fédérale nouvelle dénommée Centre d'analyse des opérations et déclarations financières du Canada. Ce projet enrôlait les civils dans la lutte contre le blanchiment d'argent en exigeant que même les avocats tenus au secret professionnel dénoncent leurs clients sur la foi d'un soupçon raisonnable de blanchiment.[1]

Les mesures prises dans le sillage du projet C-36 comprennent la création, par l'Agence canadienne des douanes et du revenu (ACDR), d'une banque de données à la « Big Brother » qui renfermera des détails sur les voyages aériens à l'étranger de tous les Canadiens. La création de cette banque de données, annoncée en octobre 2002, a été rendue possible par les amendements apportés à la Loi sur les douanes, dans le cadre du projet de loi C-23. Ces amendements accordent à l'ACDR le pouvoir d'obtenir des lignes aériennes les renseignements recueillis dans le cadre de l'Initiative d'information préalable sur les voyageurs/Dossier passager. Même si à l'origine, ces renseignements devaient être conservés pendant une période de 24 heures seulement, dans une note d'information affichée en octobre 2002 sur son site web, l'ACDR confirme que les données relatives à l'application des mesures douanières sont maintenant conservées pendant six ans. Les États-Unis ont approuvé cette norme dans le cadre du Plan d'action sur la frontière intelligente (Smart Border Action Plan). Bien que la ministre Caplan ait assuré que l'information ne sera utilisée que dans des buts conformes au mandat de l'ACDR et ne sera communiquée que sous réserve des limites et mesures de sauvegarde appropriées, il existe diverses circonstances où ces données peuvent être transmises aux agences de sécurité et à d'autres pays. La CSILC craint que les renseignements personnels que renferme la base de données de l'ACDR ne soient intégrés au système de veille totale (Total Information Awareness) qui est actuellement en voie de conception, dans le cadre du projet sur la sécurité de la patrie (U.S. Homeland Security Project) aux États-Unis. Toute démarche en ce sens doit être rapportée et débattue publiquement.

Le projet C-17 (Loi sur la sécurité publique) est actuellement examiné par un comité législatif de la Chambre des communes et modifierait 23 lois actuelles. Il contient des dispositions prévoyant la collecte de renseignements personnels par les compagnies aériennes et le partage de ces renseignements avec le SCRS, la GRC, d'autres corps de police et divers organismes publics, ainsi qu'avec des gouvernements étrangers, à des fins dépassant largement la sécurité aérienne et nationale. De fait, le ministre Collenette a affirmé que de telles dispositions visent à faciliter le travail habituel des forces policières et des organismes d'État, en exploitant le potentiel des nouvelles technologies de l'information. Ceci serait au détriment des protections constitutionnelles canadiennes. Bien au-delà d'une simple réaction authentique face aux risques récents de terrorisme, ces mesures accroissent et élargissent en fait l'ampleur et la portée des activités auxquelles se livre actuellement la police pour surveiller et contrôler les citoyens.

Le nouveau tableau législatif comprend aussi le projet C-18, actuellement soumis au Comité permanent de la Chambre des communes sur la citoyenneté et l'immigration, qui modifierait la Loi sur la citoyenneté de telle sorte que la citoyenneté des naturalisés puisse être révoquée pour motif de « sécurité nationale ». Une telle révocation pourrait être effectuée sans consultation, divulgation de preuves, examen indépendant ni possibilité d'appel de la décision. Une atteinte semblable à l'équité de la procédure constitue aussi l'une des dispositions du projet C-36 qui permet d'inscrire sur une liste les particuliers et les organisations soupçonnés d'entretenir des liens avec des terroristes, qui s'exposeraient ensuite à de très graves conséquences.

Enfin, le récent document de consultation de Justice Canada intitulé Accès légal laisse entendre qu'une loi sur ce sujet risque d'être bientôt déposée. Les propositions contenues dans le document de consultation permettraient la surveillance et le contrôle électronique, par la police et les forces de sécurité, de l'ensemble des communications par courriel et de la navigation sur l'internet. Il semble qu'on envisage aussi de contraindre les fournisseurs de services internet à se doter de capacités d'interception de l'ensemble des communications électroniques.

Ces mesures sont complétées par des accords bilatéraux non légiférés, conclus avec les États-Unis, telle la Déclaration sur la frontière intelligente (Smart Border Declaration), signée en juin 2002, qui prévoit la coordination et le partage d'information entre les corps policiers et les services de renseignement du Canada et des États-Unis. La déclaration exige aussi des deux pays qu'ils « collaborent » dans la « gestion des réfugiés » et s'orientent vers une harmonisation de leurs politiques d'immigration et de délivrance de visas.

Chacune de ces réformes législatives est, à elle seule, sévère et injustifiée. Leur effet cumulatif représente toutefois une grave érosion des droits civils, notamment en ce qui concerne les droits de la défense et le droit à la protection de la vie privée. L'orientation globale de telles mesures a été dénoncée par des spécialistes des droits civils et des droits de la personne dans tout le pays, notamment par le Commissaire fédéral à la protection de la vie privée et par plusieurs de ses homologues provinciaux.

Responsabilité du parlement et obligation politique de rendre compte

Dans ces textes, projets de loi et autres mesures, on constate chaque fois une délégation de pouvoirs judiciaires sans précédent à un nombre restreint de ministres. Cela contribue à un usage arbitraire et potentiellement abusif d'un pouvoir coercitif secret, qui prend la forme de « décrets en conseil » ou de la délivrance de « certificats de sécurité », et provoque en fin de compte l'érosion de l'obligation de rendre compte au Parlement.

Le droit de regard dont dispose le Parlement sur chacun de ces projets de loi relève de la responsabilité de différents comités parlementaires. En l'absence d'un mécanisme unique chargé de surveiller et d'évaluer globalement l'application et les répercussions de ces lois et mesures de sécurité formant un vaste tissu com-

CAREERS CARRIÈRES

lence in research, and will vigourously pursue research and funding opportunities. Dalhousie, with 13,700 students (3500 graduate), is one of Canada's leading research and teaching universities. The Dalhousie atmospheric science group has built a reputation as a leader in atmospheric physics in Canada. Current research focuses on aerosol and cloud physics, climate modelling and climate change, atmospheric dynamics, tropical convection, remote sensing, and atmospheric chemistry. The combination of a strong Physics division and Oceanography Department, the presence on campus of the Atlantic Environmental Prediction Research Initiative, a division of the Meteorological Service of Canada, as well as the neighbouring Bedford Institute of Oceanography, has brought together a large and active pool of ocean and atmospheric scientists. For more information on the Atmospheric Science Group see: www.atm.dal.ca. Applicants should submit by regular mail a curriculum vitae, list of publications, a brief research plan, a statement of teaching interests, and arrange for at least three letters of reference to be sent to: Ian Folkins, Chair of Search Committee, Dept. of Physics and Atmospheric Science, Dalhousie University, Halifax, N.S. B3H 3J5, Canada. For further information phone: 902-494-6852, fax: 902-494-5191, or e-mail: physics@dal.ca. Applications will be reviewed beginning September 1, 2003 until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with disability, racially visible persons and women. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority.

BIOCHEMISTRY, MICROBIOLOGY & IMMUNOLOGY

■ **THE UNIVERSITY OF OTTAWA** — The Department of Biochemistry, Microbiology and Immunology (BMI) invites applications for a Replacement Professor. BMI is responsible for a large, bilingual undergraduate Biochemistry program in the Faculty of Science. Qualified candidates must be bilingual and capable of teaching in French. We require an individual to lecture in two courses: Introduction to Biochemistry/Introduction à la biochimie (BCH2140/2540), and General Intermediary Metabolism/Métabolisme intermédiaire général (BCH3120/3520). This individual will also participate in the delivery of a laboratory course, Molecular Biology Laboratory/Laboratoire de biologie moléculaire (BCH3356/3756). The successful candidate will have a PhD in Biochemistry, or a related field, plus a minimum of three years of previous teaching experience at the university level. A demonstrated facility with web-based teaching and evaluation tools will also be essential. The contract will be for a period of 10 months (September 1, 2003 to June 30, 2004). Salary is negotiable. In accordance with Canadian Immigration requirements, this advertisement is directed primarily, but not solely, to Canadian citizens and permanent residents. The University of Ottawa is an equal opportunity employer and encourages applications from all qualified applicants including women, aboriginal peoples, members of visible minorities and persons with disabilities. Please provide a curriculum vitae, a summary of your background and teaching experience, as well as the names of three persons familiar with your work and your qualifications for this position. Applications should be received by June 30, 2003. Please address all applications to: Dr. Z. Yao, Professor and Chair, Department of Biochemistry, Microbiology and Immunology, University of Ottawa, 451 Smyth Road, Ottawa, ON, Canada K1H 8M5 (e-mail: zyao@uottawa.ca).

BIOLOGICAL SCIENCES

■ **THE UNIVERSITY OF WINDSOR** invites applications for the position of Head of the Department of Biological Sciences commencing July 1, 2004. Subject to Budgetary Approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Queries concerning this position should be directed to the Chair, Biology Head Search Committee at: Tel: 519. 253.3000, Ext. 2697; Fax: 519.971.3609, Email: biosc@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orzklch, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

CLINICAL NEUROSCIENCE

■ **THE UNIVERSITY OF GUELPH** — The Department of Clinical Neurosciences and the Calgary Health Region invite applications for a full-time position at the Assistant Professor level or higher as a clinician-scientist in stroke neurology. This position offers an excellent opportunity to develop an independent research program in stroke within a multidisciplinary research environment and an opportunity to join one of the leading investigative and clinical stroke programs in Canada. While duties include teaching, patient care and graduate student supervision, 75% of time will be protected for research. Excellent facilities in basic science research, supported by state-of-the-art animal and clinical imaging facilities, in close proximity to clinical stroke imaging provide infrastructure to perform collaborative and translational work. Qualifications include an MD, a Canadian fellowship or equivalent in neurology, two years of fellowship training in stroke research and eligibility for licensure in the Province of Alberta. The ability to establish an independent research program in basic translational stroke research and extensive clinical experience in all aspects of stroke care are essential. The selected candidate is expected to compete successfully for salary support and start-up funds from the Alberta Heritage Foundation for Medical Research and/or the Canadian Institutes of Health Research. Please forward a curriculum vitae and three letters of reference by June 30, 2003, to: Dr. J. Gregory Cairncross, Head, Department of Clinical Neurosciences, University of Calgary/Foothills Hospital, 1403-29 Street N.W., Calgary, Alberta, Canada T2N 2T9. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

Answer to Homework!

From page A11.

We can see right away that B + D = 1/2, and that A = C + E = D + E = 1/4, so that C = D. The triangles of areas D and E are similar with the linear dimensions of the first twice those of the second (look at the hypotenuses).

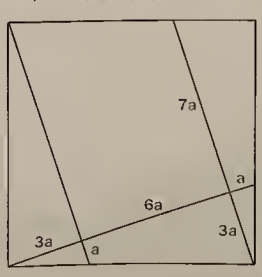
Hence D = 4E. It follows that (A, B, C, D, E) = (1/4, 3/10, 1/5, 1/5, 1/20).

For the second square, congruent triangles give us P + T = T + U + V + W = S + W = 1/6 and T = W. So P = S = T + U + V.

From similar triangles, we find that T + U + V = 3^2W = 9W = 9T. Since 1/6 = T + U + V + W = 10W, we deduce that T = W = 1/60, and U + V = 8T = 2/15.

The triangles with areas R and U are similar with their corresponding linear dimensions in the ratio 7:1. (See the diagram, in which some of the lines are drawn and the parallel corresponding sides have lengths 7*a* and *a*.)

Hence R = 7^2U = 49U so that 1/3 = R + V = 49U + V. Therefore, 48U = (49U + V) – (U + V) = 1/3 – 2/15 = 1/5. Putting all of this together yields that (P, Q, R, S, T, U, V, W) = (3/20, 79/240, 49/240, 3/20, 1/60, 1/240, 31/240, 1/60).



VICE-PRESIDENT (ACADEMIC) & PRO-VICE-CHANCELLOR

Memorial University of Newfoundland

Memorial, the largest university in Atlantic Canada, is a dynamic institution with teaching and research programs of international distinction. The university has 17,000 undergraduate and graduate students supported by 900 faculty members and a staff of over 2,000 employees. With two campuses located in Newfoundland (St. John's and Corner Brook), a campus in Harlow (England) and the Institut Frecker in St. Pierre, Memorial University offers the best of North American and European university life.

Memorial
University of Newfoundland

This position will interest highly motivated individuals who enjoy the challenges of a complex, comprehensive university with strong community ties in Canada's fastest growing economy. Reporting directly to the President (and deputizing in his absence), working closely with Deans and the senior management team of the University, the Vice-President (Academic) provides academic leadership and overall direction for the academic affairs of Memorial University.

The successful candidate will have a sound understanding of student needs and aspirations, outstanding academic credentials, and a distinguished record of scholarship and administration. The ability to encourage collaboration, excellent interpersonal skills, and strategic leadership qualities are essential. Candidates must be committed to excellence in education and research.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

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Fax: (604) 913-8356, e-mail search@provenceconsulting.com
To apply on line, go to www.provenceconsulting.com
We will communicate with all who express interest.

DIRECTOR, HEALTH INFORMATION RESOURCE CENTRE (HIRC)

Northern Ontario Medical School, Ontario

A new medical school for the whole of Northern Ontario, the Northern Ontario Medical School (NOMS) is a joint venture partnership of Laurentian University, Sudbury and Lakehead University, Thunder Bay. With main campuses in Thunder Bay and Sudbury, NOMS will have multiple teaching and research sites distributed across Northern Ontario, including large and small communities.

EXCELLENCE IN HEALTH SCIENCES AND MEDICAL EDUCATION, RESEARCH AND SERVICE FOR NORTHERN ONTARIO

Reporting to the Campus Dean, the Director, Health Information Resource Centre (HIRC) will be responsible for all aspects of the planning, development and implementation of the Health Information Resource Centre to support the teaching, clinical care and research activities of NOMS.

A responsive, motivated professional, the ideal candidate holds a graduate degree in library/information science and has senior level experience in a medical library in a teaching setting.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The Universities are committed to equity in employment and encourage applications from all qualified applicants, including women, Aboriginal peoples, members of visible minorities and persons with disabilities.

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CAREERS CARRIÈRES

UNIVERSITY OF CALGARY

Burlington Resources/NSERC Industrial Research Chair in Tight Gas Engineering

The **University of Calgary** is seeking a distinguished scholar from academia or industry, with an international reputation, to fill the Burlington Resources/NSERC Industrial Research Chair in Tight Gas Engineering. The Chair is sponsored by Burlington Resources Canada Ltd., a leading natural gas producer that considers tight sands development one of its core competencies. Funds from Burlington Resources are matched by the Natural Sciences and Engineering Research Council of Canada (NSERC).

An individual with a doctoral degree in Petroleum Engineering and extensive experience dealing with tight gas reservoirs is desired. However, candidates with non-petroleum degrees will be considered based on their experience and publication record. The Chair will be the key person in establishing a centre of excellence at the University of Calgary in tight gas engineering in collaboration with industrial partners and researchers from government and academic institutions. The Chair will provide leadership in the development of multidisciplinary programs in close collaboration with the Department of Geology and Geophysics.

The Chair will hold a tenured position in the Department of Chemical and Petroleum Engineering. Rank and salary will be commensurate with qualifications and experience. The position will commence on January 1, 2004, or as soon as possible thereafter.

The selected candidate will be expected to complete an application for an NSERC Industrial Research Chair grant to match the industrial support.

The Department of Chemical and Petroleum Engineering has 21 full-time faculty and offers BSc degrees in both Chemical and Oil & Gas Engineering. The Department has over 250 undergraduate students and over 100 graduate students working on varied topics in the area of oil and gas and chemical engineering. Graduate degree programs are offered at the MEng, MSc and PhD levels. The Department has excellent computational and experimental capabilities and many of the faculty are actively involved in the interdisciplinary programs of the Calgary Centre for Innovative Technology (CCIT). A 3-D Immersive Virtual Environment for Stereographic Viewing is currently being installed in CCIT and the EnCana Parallel Simulation Laboratory at CCIT, which has been established, will provide a focal point for future collaborative programs.

The University of Calgary is a public institution with a full-time student population of over 27,000. The City of Calgary, with a population of over 900,000, is the Canadian capital of the energy industry and is one of the fastest growing high-tech industry-based cities in Canada. It is situated within an hour's drive of Banff National Park and the Kananaskis Wilderness Area, and as home to the 1988 Winter Olympics, is well served by excellent recreational facilities.

Interested individuals should send a curriculum vitae including attested copies of all degree transcripts, a statement of teaching and research interests, and the names and complete addresses (including fax and email) of three referees, prior to **August 1, 2003** to: **Professor R.G. Moore**, Head, Department of Chemical and Petroleum Engineering, University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada T2N 1N4; Phone: (403) 220-7217; Fax: 284-4852; Email: moore@ucalgary.ca

Applications will be reviewed shortly after the submission deadline.

The ARC Professorship in Family Centred Care

The **Faculties of Nursing** and **Social Work** are seeking a distinguished scholar with an outstanding research record to pursue research in family centred care. The successful candidate will:

- develop and implement a multidisciplinary care model that supports family centred care;
- develop multidisciplinary and collaborative quantitative/qualitative research examining the experience of care;
- examine the impact of economic and cultural factors on family centred care;
- build a research program that supports the clinical focus and build linkages with health service disciplines and research resources within the University of Calgary, Alberta Children's Hospital, and Calgary Health Region;
- investigate and evaluate current practices and policies that support knowledge-based best practices and use change management strategies to lead practice change; and
- attract financial and academic resources to expand the research focus.

Candidates must have a PhD in nursing or social work or other appropriate health discipline. The individual will have an outstanding academic and research record, and proven leadership skills to achieve the purpose and responsibilities of the position commensurate with an appointment at the rank of full professor.

The Professorship is supported by an endowment held at the Alberta Children's Hospital Foundation, and support in kind from the Calgary Health Region and the University of Calgary.

The University of Calgary has an outstanding international reputation for research and quality of instruction. Over 27,000 full-time equivalent students, including over 4,000 graduate students, are enrolled in University of Calgary degree programs.

The Faculty of Nursing has come through a decade of phenomenal growth and is poised to become one of the major centres of nursing research in Canada. Along with our strong undergraduate, MSc and Nurse Practitioner Certificate programs, we are one of only six universities in this country to offer a PhD in Nursing. Further information regarding the Faculty of Nursing can be found at the Faculty's Web site http://www.ucalgary.ca/NU/

The Faculty of Social Work offers a BSW, MSW, MBA/MSW, PhD and Post Master's Diploma. It is housed in one of the most innovative Social Work facilities in Canada. With close to 40 faculty members, the Faculty is now one of the largest nationally. Information on faculty members' research and teaching areas can be found at http://fsw.ucalgary.ca/

Calgary is a dynamic, entrepreneurial city with one of the strongest and fastest growing economies in Canada. With a population in excess of 900,000, Calgary is situated in the foothills of the Canadian Rocky Mountains. Calgary is Canada's third most ethnically diverse city. Calgary was recently voted the most educated city in the world: more than 60 per cent of its population has a post-secondary education.

Applicants should send a curriculum vitae, a statement of research interests, and the names and contact information for three references to: **Dr. Pamela A. Sokol**, Associate Vice-President (Research), at the address below. Fax: 403- 289-6800; E-mail: psokol@ucalgary.ca

All applications received before **June 30, 2003** will receive full consideration. The competition will remain open until a qualified applicant has been selected.

Assistant/Associate/Full Professor In Geospatial Information Systems

The University of Calgary, **Department of Geomatics Engineering**, invites applications for a faculty position (tenure track) in geospatial information systems effective January 1, 2004. The level will be commensurate with the experience and excellence of the selected candidate. Applicants should have a PhD in science or engineering.

The selected candidate is expected to provide leadership and vision to the geospatial information systems core of the undergraduate program and further development of a related research and graduate program. The selected candidate must have the capability and the willingness to teach various undergraduate courses related to geospatial information systems, in addition to other fundamental engineering courses. Demonstrated expertise in several of the following areas is required: database technology, design and maintenance of spatial and relational databases, object oriented system and software design, web-based 3D GIS, development of meta databases for geospatial data, spatial statistics, spatial computation algorithms, and their applications in geomatics engineering. It is expected that the selected candidate's research will be applied to and integrated with selected areas of geomatics engineering, such as resources, mapping and environmental studies. The applicant is expected to develop a strong research program and should be capable of attracting external funding for these research activities and graduate student support. The selected candidate must also have the capability and the flexibility to teach undergraduate engineering courses and will be strongly encouraged or required to register as a Professional Engineer in the Province of Alberta.

The Department of Geomatics Engineering is actively involved in all aspects of geomatics engineering and comprises 20 faculty members, some 70 graduate students and 50 students in each year of the undergraduate program. State-of-the-art geomatics engineering equipment and computer facilities are available. Related information can be found at http://www.geomatics.ucalgary.ca/. The University of Calgary is a co-educational, non-denominational, government supported institution with a student population of about 27,000. The City of Calgary itself has a population of over 900,000 and is situated within an hour's drive of Banff National Park, one of the most beautiful parts of the Rocky Mountains.

This position is open equally to non-Canadians as well as Canadians and permanent residents of Canada. Applications should include a detailed curriculum vitae and a complete list of publications. Three letters of reference should be mailed directly to: **Head**, Department of Geomatics Engineering, at the address below; E-mail: marguerite@geomatics.ucalgary.ca. Closing date: **October 1, 2003**

Assistant Professor, Tourism Management Area

The **Haskayne School of Business** is seeking qualified candidates with a completed, or nearly completed, PhD in tourism management to fill an assistant professor tenure-track position. The successful candidate will be expected to engage in a program of research in an area that emphasizes destination management. Evidence of past research accomplishments will be an asset. High motivation and the ability to teach financial management in tourism at both undergraduate and graduate levels are also requirements. A demonstrated ability to interact and work with members of the tourism industry would be highly desirable. Anticipated starting date is January 2004. For more information about this position, contact Dr. Brent Ritchie at britchie@ucalgary.ca or call 403.220.6994.

The Haskayne School of Business at the University of Calgary is a progressive and innovative business school with an international reputation for influencing the practice of management and leadership through quality teaching and research. With more than 2,500 full- and part-time students currently enrolled in bachelor's, master's and PhD programs, the business school boasts more than 13,000 alumni in 50 countries around the globe. An AACSB accredited institution, and recognized by the *Financial Times* as a Top-100 business school, the Haskayne School of Business expects excellence in both research and teaching that is reflected in our balanced teaching loads and research support provided. For more information on the tourism program, visit www.haskayne.ucalgary.ca/tourism.

With a population close to one million, Calgary is one of Canada's largest head-office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent recreational opportunities year round.

Interested individuals are asked to submit their curriculum vitae and three letters of reference to: **J.R. Brent Ritchie**, PhD, Chair, Tourism Management Area, Haskayne School of Business, University of Calgary, Scurfield Hall 499, at the address below, Telephone: 403.220.6994; Fax: 403.284.7915; E-mail: britchie@ucalgary.ca

All applications received by **September 30, 2003** will receive full consideration. This position will remain open until filled.

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents of Canada.
The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

CAREERS CARRIÈRES

COMPUTER SCIENCE

■ DALHOUSIE UNIVERSITY — The Faculty of Computer Science seeks an outstanding candidate to fill a newly created full-time 12-month instructor position in Computer Science. The position is for an initial probationary period of three years with opportunity for renewal, and the possibility of promotion to Senior Instructor with a continuing appointment after five years. The primary duties of this position include taking a lead role in a number of aspects of the undergraduate teaching program, in particular the management of the Faculty's Learning Centre, the development and implementation of an early intervention-student retention program for students-at-risk, as well as teaching first, second and third-year undergraduate courses in Computer Science and participating in other Faculty administration and undergraduate affairs such as the Curriculum Committee and undergraduate student counselling. Although the Instructor is not expected to conduct research, the successful candidate will have a well-defined area of interest in CS in which s/he will remain current and be able to teach senior level courses. Candidates must possess a Master's degree or Doctorate in CS or a related discipline. Teaching experience, preferably at the University level, is required. A strong interest in teaching and course development is essential. The Faculty of Computer Science is committed to excellence in both teaching and research, and offers a full range of bachelors, masters, and doctorate programmes in CS (http://www.cs.dal.ca). Applicants should submit C.V., a Teaching Statement and the names and complete addresses of three references to the Chair, Instructor Search Committee, Faculty of Computer Science, 6050 University Avenue, Dalhousie University, Halifax, NS B3H 1W5, Canada (email: appointments@cs.dal.ca) before June 30, 2003. Email subject lines should reference the words "Instructor Search". Applicants should also arrange for the referees to forward letters of reference directly to the same address before the deadline. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons, and women.

■ DALHOUSIE UNIVERSITY — The Faculty of Computer Science is seeking outstanding applicants for Canada Research Chairs (Tier I). The Faculty of Computer Science currently has 32 faculty members, approximately 600 undergraduate majors and 340 master's and doctoral students. Further expansion of Computer Science is a priority for the University. The Faculty places strong emphasis on teaching, research, both basic and applied, interdisciplinary research and industrial collaboration. The Faculty of Computer Science partners with other Faculties in the University to offer the Master of Electronic Commerce and Master of Health Informatics programs, and is an active participant in the Interdisciplinary PhD program. Industrial partnerships are facilitated by GINI. University Services Incorporated (GINIus), a separately incorporated subsidiary of Dalhousie University. Dalhousie University is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada, affords its residents outstanding quality of life, and provides easy access to Europe, the eastern United States and central and eastern Canada. The Faculty is seeking candidates whose research focus is Networking, Human Computer Interfaces, Distributed Systems, Databases, Graphics or Software Engineering. The emphasis, however, will be on the excellence of the candidate and the research proposal rather than a particular area. In accordance with the goals of the Canada Research Chairs program, an applicant should have a PhD in Computer Science, an excellent research record, a proven ability to attract significant research funding, and to build and provide leadership to research groups. Applications should include a curriculum vitae, a statement of research objectives, a 7-year research plan, the names, complete addresses, telephone and fax numbers, and email addresses of five referees. Applications should be sent to: The Dean, Faculty of Computer Science, 6050 University Avenue, Dalhousie University, Halifax, NS Canada, B3H 1W5. Applications will be accepted until all available positions are filled. For more information about Halifax, Dalhousie University, the Faculty of Computer Science, GINIus and the Canada Research Chairs Program, please visit the following websites: http://www.dal.ca, http://www.cs.dal.ca, http://www.region.halifax.ns.ca/, http://www.gini.dal.ca/, http://www.chairs.gc.ca. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified aboriginal peoples, persons with disabilities, racially visible persons and women.

EARTH SCIENCES

■ THE UNIVERSITY OF WESTERN ONTARIO — The Department of Earth Sciences invites applications for two tenure-track appointments at the rank of Assistant or Associate Professor (effective July 1, 2004): one in Structures, Tectonics and Deformation of Earth Materials, and a second in Physics of Earth and Planetary Interiors. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PhD degree or equivalent from a recognized university. It is anticipated that the two appointees will develop vigorous, cooperative research programs, with one focused primarily on the crust and the other on the mantle and core. The research programs are expected to complement Departmental strengths in petrology, planetary science, physics and chemistry of materials, basin analysis, seismology and geodesy. Successful candidates are expected to teach courses at the undergraduate and graduate level within our broadly based academic programs. Information about the Department and its programs can be found at http://www.uwo.ca/earth. Applicants for the position in Structures, Tectonics and Deformation of Earth Materials should have a strong research background in one or more of the following areas: macro-scale tectonic processes and their relationship to metamorphism; meso-scale structural analysis in field studies; or micro-scale fabric analysis in Earth materials science. Teaching responsibilities may include undergraduate courses in Structural Geology and Metamorphic Petrology. Applicants for the position in Physics of Earth and Planetary Interiors should have a strong experimental and/or theoretical background in research focused on one or more of the following areas of investigation: physics of Earth materials, dynamics of planetary interiors, and the physical properties of minerals, rocks and melts under mantle or core conditions. The successful candidates will have access to a wide variety of analytical, imaging and computational and specialized research facilities. These include electron microprobe and stable isotope analysis, several large-volume high-pressure/temperature devices, micro-XRD, micro-FTIR, XRF, ICP-OES, XPS, SIMS and STM/AFM equipment. There is ready access to a high-performance parallel computer cluster (refer to http://www.sharcnet.ca/) and several large volume high pressure-temperature devices. A complete application should include a covering letter, a full curriculum vitae, the names, phone/fax numbers, mail and email addresses of at least three referees. A statement (not to exceed 500 words) of background, experience and research accomplishments should be included with the covering letter. Submit applications to Professor H.W. Nesbitt, Chair, Department of Earth Sciences, The University of Western Ontario, London, Ontario, Canada, N6A 5B7. Deadline for receipt of applications is October 31, 2003. The position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

EDUCATION

■ THE UNIVERSITY OF MANITOBA — The Continuing Education Division invites applications for two Program Coordinators in the English Language Studies, at Instructor II and Instructor I levels. This is a rapidly expanding program area offering language and cultural exchange programs on campus and internationally. Instructor II: A doctorate is preferred but applicants must have a minimum of a master's degree in a related field, 5 years language teaching experience, preferably at the university or college level, and 3 years experience administering an intensive English program. Certification in TESL and demonstrated experience in curriculum development and implementation are preferred. Applicants for this position must also be available to travel. Initially, this position includes the responsibilities of Associate Director of English Language Studies including: assisting with the preparation and management of the budget and area plan; assuring that high academic standards are maintained by reviewing the curriculum, learning materials, and methodologies employed by teachers and animators and conducting formal in-class evaluations of teaching and animating staff; dealing effectively with non-routine student and staff concerns; assisting with the development of an annual strategy to market the area at home and abroad; overseeing the production and distribution of print and website promotion materials; effectively representing the area at universities abroad, among educational agents and other international client groups, and at education fairs; preparing proposals dealing with English and teacher training programs on campus and at off shore sites; and, acting for the Area Director as required. Instructor I: Applicants must have a master's degree in English, French, ESL/FSL, or a related field, and three years language teaching experience. Applicants should also have demonstrated experience in curriculum development and implementation and teacher supervision. Some responsibilities of the position include teaching ESL, developing curriculum, advising teachers and program staff on lesson plans, test preparation and assessment, counselling students on academic and housing matters, and providing administrative service to the Division and the University. Applicants for the above positions must have excellent communication skills, demonstrated management and leadership abilities, and demonstrated sensitivity to cultural differences. Applicants should have a working knowledge of French, or another language relevant to English Language Studies, and familiarity with Microsoft Word and Excel for Windows. These are probationary positions. Salary is commensurate with qualifications and experience. The closing date for applications is June 27, 2003 with the appointment to commence as soon as possible thereafter. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include, in addition to a curriculum vitae, a brief written statement demonstrating how the applicant's academic and work experience are appropriate to the requirements of the position. Please send application materials and the names, addresses, telephone, fax and (if available) e-mail contacts for three referees to Dr. Anne Percival, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Inquiries can be made to 204/474-8010 or by e-mail to percival@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ THE UNIVERSITY OF MANITOBA — The Continuing Education Division invites applications for a probationary Instructor I position from individuals interested in instructional design of distance education courses. Applicants must have a graduate degree in a related discipline with training and experience in instructional design as well as experience in developing online courses. Preference will be given to applicants with experience in instructional design, distance education and flexible course development and delivery at the university level. Experience with multimedia approaches including audio, video and computer conferencing will be an asset. The responsibilities of the position include working with faculty members and others in the development, revision, and implementation of distance education courses in print, online, and multimedia formats. The instructional designer is the team leader and is responsible for managing the process, managing the course budget, and providing detailed instructional design direction and feedback including editing, ensuring clarity and logical sequence of content presentation, and ensuring the appropriness of content, exercises, evaluation, and media with respect to course goals and unit objectives. The above duties comprise the teaching component of this position. The service component may include service and administrative duties within the University at both the Continuing Education Division and University levels and outside the University in the community. There is no formal research component in this position. Salary is commensurate with qualifications and experience. The closing date for applications is June 27, 2003 with the appointment to commence as soon as possible thereafter. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should include, in addition to a curriculum vitae, a brief written statement demonstrating how the applicant's academic and work experience are appropriate to the requirements of the position. Please send application materials and the names, addresses, telephone, fax and (if available) e-mail contacts for three referees to Dr. Anne Percival, Dean, Continuing Education Division, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Inquiries can be made to 204/474-8010 or by e-mail to percival@ms.umanitoba.ca. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

■ THE UNIVERSITY OF NEW BRUNSWICK (SAINT JOHN CAMPUS) — The Faculty of Arts invites applications for a tenure-stream appointment in Second Language Education in the Elementary Education Department, commencing August 1, 2003, subject to budgetary approval. Preferred candidates will either possess an earned doctoral degree or be near its completion, have demonstrated excellence in teaching, have a knowledge base in teacher education, and show evidence of the ability to develop a record of scholarly work. Prior teaching experience at the elementary or secondary level is important. The successful candidate will be expected to demonstrate the following competencies: fluency in both English and French; ability to teach introductory courses in second language education, advanced level courses in Teaching English as a Second Language, and be able to coordinate, teach, and/or supervise the practicum component of our Certificate in TESL Program. The candidate should also have sufficient background in public school education to be able to teach core and/or methods courses in the Bachelor of Education Program. Applicants should send curriculum vitae and the names and address of three references, to be received no later than June 30th to: Dr. R. MacKinnon, Dean, Faculty of Arts, University of New Brunswick, P O Box 5050, Saint John, NB E2L 4L5. Questions concerning this position may be directed to Dr. Neil Scott, Education Coordinator, 203 Hazen Hall, UNBSJ. Mail to: nhscott@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ THE UNIVERSITY OF NEW BRUNSWICK (SAINT JOHN CAMPUS) — The Faculty of Arts invites applications for a 12-month curriculum appointment in literacy (with the potential for renewal) in the Elementary Education Department, commencing August 1, 2003, subject to budgetary approval. Preferred candidates will either possess an earned doctoral degree or be near its completion, have demonstrated excellence in teaching, have a knowledge base in teacher education, and show evidence of the ability to develop a record of scholarly work. Prior teaching experience at the elementary or secondary level is important. The successful candidate will be expected to teach both introductory and advanced methodology courses in language arts to preservice teachers in our elementary and middle school Bachelor of Education Program. Possessing a background to teach methods courses in one additional discipline (e.g. social studies, mathematics, music) or core courses in our B Ed Program would be a definite asset. Applicants should send curriculum vitae and the names and address of three references, to be received no later than June 30th to: Dr. R. MacKinnon, Dean, Faculty of Arts, University of New Brunswick, P O Box 5050, Saint John, NB E2L 4L5. Questions concerning this position may be directed to Dr. Neil Scott, Education Coordinator, 203 Hazen Hall, UNBSJ. Mail to: nhscott@unbsj.ca. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ CONCORDIA UNIVERSITY'S Department of Education invites applications for a limited-term appointment to teach in the field of Early Childhood and Elementary Education (ECEE). Applicants must have expertise in one or more of the following areas of early childhood and elementary education: history of early childhood education; kindergarten, primary or elementary classroom teaching; and curriculum development. A teaching certificate and previous teaching experience are assets. Applicants should hold a completed or nearly completed PhD. Please forward a letter of intent, a curriculum vitae, a list of publications (if applicable), a statement of teaching interests and the names of three referees to: Prof. Ellen Jacobs, Chair, Department of Education, Concordia University, 1455 de Maisonneuve Blvd. West, LB 583, Montreal, Québec H3G 1M8; e-mail:

Comptant 10 facultés et accueillant 27 000 étudiant(e)s, l'Université d'Ottawa est la plus importante université bilingue d'Amérique du Nord. En matière d'emploi, l'Université est réputée pour son approche axée sur l'esprit d'équipe ainsi que sur l'accueil et l'intégration des personnes.

With 10 faculties and 27,000 students, the University of Ottawa is North America's premier bilingual university. In terms of employment, the University is recognized for its team spirit and approach to welcoming and integrating people.

Chargé(e) de cours — Professeur(e) adjoint(e)

Programme d'études autochtones

La Faculté des sciences sociales de l'Université d'Ottawa accepte des candidatures pour un poste régulier menant à la permanence au rang de chargé(e) de cours ou de professeur(e) adjoint(e) pour le programme d'études autochtones. La Faculté est à la recherche de candidat(e)s autochtones dans tous les domaines liés aux études autochtones. Vous devez posséder une maîtrise ou tout autre diplôme d'études supérieures ainsi que de l'expérience de travail avec les communautés autochtones et les sages et être familiarisé(e) avec les programmes d'études autochtones. La connaissance d'une langue autochtone constitue un atout de taille. À l'Université d'Ottawa, pour obtenir la permanence, il faut avoir la capacité de travailler en français et en anglais et détenir un doctorat ou l'équivalent.

Dans ce poste, vous travaillerez en liaison avec les communautés autochtones et les sages et aurez à donner des conseils aux étudiants ainsi qu'à enseigner et à coordonner le travail pour le programme.

Veuillez faire parvenir une lettre de présentation, en y indiquant votre domaine de spécialisation, un curriculum vitæ ainsi que trois lettres de recommandation avant le 15 juin 2003 à : Caroline Andrew, doyenne, Université d'Ottawa, Faculté des sciences sociales, Ottawa (Ontario) K1N 6N5. Téléphone : (613) 562-5903; télécopieur : (613) 562-5106; courriel : candrew@uottawa.ca

L'Université d'Ottawa souscrit à l'équité en matière d'emploi. Les femmes sont fortement encouragées à faire une demande. En conformité avec Immigration Canada, la priorité sera donnée aux personnes ayant la citoyenneté canadienne ou le statut de resident permanent.

Lecturer / Assistant Professor

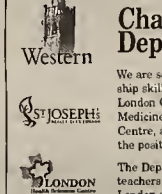
Aboriginal Studies Programme

The Faculty of Social Sciences at the University of Ottawa is accepting applications for a full-time, tenure-track position at the rank of Lecturer or Assistant Professor in the Aboriginal Studies Programme. The Faculty is seeking Aboriginal candidates in all fields related to Aboriginal Studies. The selected Aboriginal candidate must have a Master's degree or other graduate degree, experience working with the Aboriginal community and with the Elders, and familiarity with Aboriginal Studies programmes. Knowledge of an Aboriginal language is a definite asset. The ability to work in both French and English is a condition for the granting of tenure at the University of Ottawa, as is the holding of a PhD or the equivalent.

This position will involve liaising with the Aboriginal community and the Elders, counselling students, and teaching and coordinating work for the programme.

Please forward your letter of presentation, indicating your area of expertise, a curriculum vitae, and three letters of recommendation, before June 15, 2003, to: Caroline Andrew, Dean, University of Ottawa, Faculty of Social Sciences, Ottawa, Ontario K1N 6N5; Telephone: (613) 562-5903; Fax: (613) 562-5106; Email: candrew@uottawa.ca

The University of Ottawa subscribes to an employment equity policy. Women are strongly encouraged to apply. In accordance with Immigration Canada, preference will be given to Canadian citizens and permanent residents.



Université d'
University of
Ottawa
www.uottawa.ca

Western

St Joseph's Health Care London

London Health Sciences Centre

Chair/Chief Department of Otolaryngology

We are searching for an outstanding academic otolaryngologist with proven leadership skills and a commitment to excellence in teaching, research and service. The London Ontario Academic Health Sciences Network, consisting of the Faculty of Medicine & Dentistry, University of Western Ontario, London Health Sciences Centre, and St. Joseph's Health Care London, invite applications/nominations for the position of Chair/City Wide Chief of the Department of Otolaryngology.

The Department of Otolaryngology is comprised of 12 clinicians, researchers and teachers who together provide otolaryngological care to a population 350,000 in London and tertiary services for a regional population of approximately 1.5 million. The department has subspecialty expertise in all otolaryngologic subspecialties. City-wide Chief responsibilities include both London Health Sciences Centre and St. Joseph's Health Care London. Clinical components of the department are currently split between LHSC and SJHC with planned eventual consolidation to LHSC — Victoria and University Campuses. The department is responsible for undergraduate and postgraduate teaching programs in the Faculty of Medicine & Dentistry, University of Western Ontario. A strong clinical research program exists with important links to Oncology, Communicative Disorders, Pathology and other clinical and basic science departments. City wide hospital restructuring and upcoming faculty recruitment/replacement needs will provide the successful candidate with rewarding leadership opportunities. The city of London offers a metropolitan atmosphere in a smaller city, and is an ideal place to live.

The successful candidate must have certification (or eligibility for) in Otolaryngology from the Royal College of Physicians and Surgeons of Canada and be eligible for licensure in the Province of Ontario.

Details about the Faculty of Medicine & Dentistry can be found at www.uwo.ca; London Health Sciences Centre at www.lhsc.on.ca; and St. Joseph's Health Care London at www.sjhc.london.on.ca.

Interested candidates are asked to submit a CV and letter of application together with names and addresses of three references to:

Carol P. Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition, Room H111
The University of Western Ontario
London, Ontario N6A 5C1
Fax: (519) 661-3797

Deadline: Position will remain open until filled

Positions are subject to budget approval. Applicants should have fluent writing and verbal communications in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We are committed to employment equity and welcome applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

jacobs@vax2.concordia.ca. This is a full-time position beginning August 15, 2003 and ending May 31, 2004. Hiring is subject to budgetary approval. Review of applications will begin on June 13, 2003 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

ENGINEERING

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Engineering is seeking to nominate up to four candidates for NSERC University Faculty Awards (UFA) in the Fall, 2003 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint very promising women and Aboriginal researchers in science and engineering to tenure-track (probationary) faculty positions (www.nserc.ca/guide/c7_e.html. Situated in picturesque, London, Ontario, a city of approximately 340,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution that has made a commitment to excel as a research intensive university. http://www.uwo.ca/uwocom/western/about/. Western Engineering embraces this mission, and is presently undergoing a rapid expansion. Exciting new opportunities are developing within our Faculty, including the addition of a new state-of-the-art building (Advanced Technology Centre) to be opened in the Fall of 2003. Partnerships with the Faculties of Medicine & Dentistry and affiliated research institutes, Health Sciences and Science exist, and major research facilities such as the internationally renowned Boundary Layer Wind Tunnel Laboratory and the NRC Integrated Manufacturing Technology Institute are easily accessible. There exist many unique opportunities with industry in London and southwestern Ontario, where The University of Western Ontario is the major research and engineering resource. The Faculty of Engineering has four departments: Chemical and Biochemical Engineering, Civil and Environmental Engineering, Electrical and Computer Engineering, and Mechanical and Materials Engineering, and seven programs: Chemical Engineering, Civil Engineering, Computer Engineering, Electrical Engineering, Integrated Engineering, Mechanical Engineering, and Software Engineering. We seek applicants to probationary (tenure-track) positions in any of the Programs and in particular those who will complement our areas of strength as identified in Western Engineering's Strategic Research Plan (www.engga.uwo.ca/compendium/draft_research_plan.htm). More specifically, candidates should hold a PhD, or be close to completing their PhD requirements, and be able to demonstrate a promising future in research with the ability to lead research projects in any of the following areas: Applied Robotics, Instrumentation and Controls; Biochemical and Environmental Engineering; Biomedical Engineering; Wind Engineering and Catastrophic Loss Reduction; Chemical Process Engineering; Fluid Mechanics, Geotechnical and Geoenvironmental Engineering, Information Engineering; Materials, Mechanics and Manufacturing; Power Systems Engineering; Structural Engineering. Candidates to the open positions must be eligible to receive an NSERC-University Faculty Award (UFA). Successful candidates will be expected to contribute to both the teaching (undergraduate and graduate) and research priorities of the Faculty and the University. In addition, the preferred candidates will be eligible to be registered as a Professional Engineer in Ontario. The closing dates for applications are the second Friday of each month until October 10, 2003. Successful candidates will be required to apply for an NSERC-UFA, by November 1, 2003. The position is contingent upon success in the NSERC-UFA competition. Anticipated appointment start date is July 1, 2004. Nominations and applications (including a detailed curriculum vitae, a statement on teaching and research interests, and the names of three referees) should be submitted in confidence to: Dean F. Berruti, Faculty of Engineering, Engineering Building, The University of Western Ontario, London, Ontario N6A 5B9, (berruti@eng.uwo.ca). Positions are subject to budget approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are encouraged to apply. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CONCORDIA UNIVERSITY** — The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Structural Engineering. The appointment will be either at the Assistant Professor level or, for exceptional qualifications, at the Associate Professor rank. Applicants must possess a PhD in Civil Engineering and have a proven track record in the analysis and design of reinforced concrete structures. Applicants with expertise in experimental structural testing and practical design experience are especially invited. The successful candidate will be expected to assume responsibility for the development of the structural testing laboratory and establish a significant research program addressing the application of new materials as well as innovative systems to rehabilitation of civil engineering infrastructure. A strong commitment to supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels incorporating computer applications is also expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective January 1st, 2004. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Osama Moselhi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M8. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF ALBERTA** — The Department of Mechanical Engineering invites applications from outstanding individuals for one full-time, tenure track position at the Assistant or Associate Professor level depending on qualifications. As a result of our currently expanding undergraduate and graduate programs, we are interested in high quality candidates in the area of Solid Mechanics with expertise in one of Dynamics & Vibrations, Mechanics of Materials, Microelectromechanical Systems (MEMS), or Biomechanics. The intention is to build on the areas of strength within the existing complement of staff and faculty. The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. Salary and rank will be commensurate with qualifications and experience. Candidates must hold a PhD in Mechanical Engineering or related Engineering discipline or expect to receive one before July 1, 2003. Research and/or industrial experience beyond a doctoral degree is desirable. Successful candidates will be expected, in due course, to register as a professional engineer with the Association of Professional Engineers, Geologists and Geophysicists of Alberta. Interested candidates should send a curriculum vitae, names of three references, a statement of current and future research interests as well as a specific research plan, and three papers most relevant to research interests, to: Chair, Department of Mechanical Engineering, University of Alberta, Edmonton, Alberta, Canada, T6G 2G8. Applications will be accepted until August 15, 2003. Information about the department can be found at http://www.mece.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **CONCORDIA UNIVERSITY** — The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Construction Engineering and Management at the rank of Assistant Professor. Applicants must possess a PhD in Civil Engineering or in a closely related engineering field and have interest in pursuing leading edge research in one or more of the following areas: design-construction integration, hazard assessment and risk management, automated construction management systems utilizing remote sensing and spatial technologies, and life-cycle optimization of civil and building engineering systems. Applicants must have strong background knowledge and expertise in information technology such as artificial intelligence, computer simulation, object oriented modeling and innovative visualization of products and processes. A strong commitment to supervision of M.A.Sc. and PhD students and to excellence in teaching at both the graduate and undergraduate levels incorporating computer applications is also expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association is required. The appointment will be made effective January 1st, 2004. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Osama Moselhi, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of electrochemical engineering with particular expertise in fuel cells and electrochemical power sources or materials fabrication and characterization. The applicant is encouraged to participate and provide input into the air pollution research activities of the department. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered until the position is filled, which is expected to be by December 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in municipal and industrial waste water treatment. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario is expected. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs.

Engineering can be found at the http://www.concordia.ca. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Chemical Engineering invites applications for a tenure track position at the level of Assistant or Associate Professor. Applications are invited from excellent candidates in the area of electrochemical engineering with particular expertise in fuel cells and electrochemical power sources or materials fabrication and characterization. The applicant is encouraged to participate and provide input into the air pollution research activities of the department. The applicant will assume a normal teaching load and will be expected to teach a broad range of undergraduate and graduate courses in chemical engineering. The candidate should be a member or eligible to be a member of Professional Engineers Ontario (PEO). The Department of Chemical Engineering has 28 faculty members with a large engineering research group interested in green power generation. The successful candidate is expected to work within this interdisciplinary group. The department has a total annual enrolment of 500 undergraduate and 100 graduate students making it one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, name and full contact information for three referees should be sent to Professor T.A. Duever, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be considered until the position is filled, which is expected to be by December 31, 2003. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in surface hydrology, hydrological modeling, Geographical Information Systems, remote sensing and data management. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicants are expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank. The preferred candidate will have a research record in Environmental and/or Water Resources Engineering. Applicants are sought who have research interests in municipal and industrial waste water treatment. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario is expected. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable. The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering and Civil Engineering. This appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Bonnie Neglia, Administrative Assistant, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the positions are filled.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Electrical and Computer Engineering invites applications for several tenured or tenure-track positions in the engineering of dependable, distributed or embedded hardware and software systems. The Department seeks applicants with leadership, vision, and strong records of research accomplishments. Appointments will be made at the Full or Associate Professor levels, but exceptional applicants early in their careers may be considered for appointment at the level of Assistant Professor. Highly qualified candidates will be considered for awards of E&CE Research Chairs.

Associate Provost (Research and Graduate Programs)
University of Ontario Institute of Technology

University of Ontario Institute of Technology

Canada's newest university, located in the Durham region just east of Toronto, is admitting its first students in September 2003. The University of Ontario Institute of Technology (UOIT) will combine the academic excellence of a traditional university with career-focused learning and preparation for productive leadership roles. The nine initial degree programs are focused on the areas of business and information technology, the preparation of teachers of mathematics and science, nuclear engineering, radiation science, manufacturing engineering, nursing, justice studies, biological science, and physical science. From day one, UOIT students and staff will have the advantage of a fully networked campus and the wireless use of personal laptops. UOIT shares its rapidly developing campus and a variety of student and administrative support services with its independent sister institution, Durham College. To learn more about UOIT, please visit **www.uoit.ca**.

UOIT has already hired a group of outstanding faculty and deans. Initial program planning has been characterized by a high degree of interdisciplinary cooperation among the University's seven Schools. Future growth will build on these interconnections and on emerging strengths in such areas as energy, information technology, physical and biological sciences, health and social justice.

A strong research focus is part of UOIT's vision, as is the development of targeted graduate programs. The University is seeking a senior academic leader, as Associate Provost (Research and Graduate Programs), to work closely with the Provost and the Deans in building institutional capacity for research and for graduate programs. The Associate Provost will be the key leader in UOIT's strategic research planning, in liaison with granting councils, government agencies and industrial partners, and in ensuring adequate support for the acquisition, negotiation and administration of research grants and contracts. He or she will also spearhead UOIT's institutional planning for graduate programs. This position provides opportunities for a continuing research career in conjunction with a professional appointment in an appropriate School.

The Associate Provost (Research and Graduate Programs) will have a background of accomplishment both in a personal scholarly career and as a proven administrator, be familiar with issues faced by researchers across a variety of disciplines, and be familiar with the workings of various granting agencies, other research sponsors, government agencies and approval processes. An entrepreneurial spirit, the ability to build new and creative programs, and comfort with work in a highly collegial environment are essential attributes.

This is a unique career opportunity to participate in the building of an exciting new institution. UOIT is an equal opportunity employer and welcomes applications from, and nominations of, qualified women and men, including members of visible minorities, Aboriginal Peoples, and persons with disabilities. UOIT will begin to review applications and nominations in mid-June 2003 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please respond in confidence to the address below.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311

E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

Head, Department of Cell Biology and Anatomy

UNIVERSITY OF CALGARY

Creating the future of health.

The **Faculty of Medicine** invites nominations and applications for a full-time academic position as Head of the Department of Cell Biology and Anatomy. This position offers a unique opportunity to define the future scientific direction of the department, and to study cell and developmental biology in a collegial, multidisciplinary environment. The department, which comprises 14 full-time members and 9 adjunct members, has particular research strengths in developmental neuroscience and cell/molecular biology. The Faculty has modern transgenic, molecular, microscopy and imaging facilities (EM, confocal and a unique animal MRI). Details of the department are available at: http://www.cell.ucalgary.ca/.

Calgary is a vibrant, multicultural city located close to Banff National Park and the Rocky Mountains. It has thriving arts, cultural and sports groups and facilities. The department is part of the rapidly growing Faculty of Medicine, which is in the process of building a major new research facility.

We are seeking an outstanding leader with a strong academic background, demonstrated research and educational achievements, and proven administrative ability. Applications and nominations, including curriculum vitae, a statement of research interests, administrative philosophy, academic goals, and the names of three referees, should be forwarded by **September 15, 2003**, to: **Dr. D.G. Gall**, Dean, Faculty of Medicine, 3330 Hospital Drive N.W., Calgary, Alberta, Canada T2N 4N1

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.
The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

CAREERS CARRIÈRES

These Chairs carry substantial research funding and support for graduate students. The awards will be for an initial period of five years, with the possibility of renewal. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registrations as a Professional Engineer is desirable. The Department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and International applicants, with an enrolment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw the top students from across Canada. The Department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other E&CE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicants' accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested Candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to: Professor Sherman Shen, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. These appointments are subject to availability of funds.

■ THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position, in connection with its new Center for Intelligent Mechatronics and Materials Systems (IMEMS), at the rank of Assistant or Associate Professor. The successful applicant will be expected to take part in IMEMS activities, and to develop a strong and independent research program in areas of interest to the Center, in particular in Smart Materials and/or MEMS. The successful candidate will also be expected to teach courses in the coop undergraduate program, and to make a major contribution to the graduate program in Mechatronics Engineering, including development of new graduate courses and supervision of graduate students. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering. This thrust includes the establishment of an undergraduate degree program in Mechatronics Engineering, and the establishment of a Tier 1 Canada Research Chair position in IMEMS. Applicants must hold a PhD in mechanical, electrical, computer or a related engineering discipline, and have relevant experience, potential or proven ability for excellence in research and teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechatronics Engineering. It is anticipated that the appointment will begin in July of 2003 or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ THE UNIVERSITY OF WATERLOO — An exciting and challenging opportunity exists for tenure-track positions at the University of Waterloo in support of a new initiative in Mechatronics Engineering. The University of Waterloo is committed to a significant thrust in Mechatronics in the Department of Mechanical Engineering including the establishment of an undergraduate degree program in Mechatronics Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this area is being created. The Department of Mechanical Engineering, University of Waterloo is seeking qualified applicants in Mechatronics Engineering, Mechanical Engineering, or closely related disciplines. This search is part of an ongoing effort to launch the Mechatronics Engineering program, representing an increase in annual intake of 100 students. Candidates will be considered at all professonal levels. Experience is desirable in the modeling and design of electro-mechanical systems, sensors and instrumentation, intelligent systems, MEMS, smart materials, or related areas. However, candidates from other areas will also be considered. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, Fax. (519) 888-6197. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Appointments are subject to the availability of funds.

■ THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure-track faculty position at the Assistant, Associate, or Full Professor rank in the area of microjoining. This position is part of an initiative to establish a Canada Research Chair Program in Microjoining. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have access to outstanding facilities in materials joining and welding (especially microjoining and microwelding). Research experience in materials joining, surface engineering, or closely related areas is required. Strength in microelectronics, MEMS and optoelectronics packaging, as well as microfabrication and/or nanofabrication would be an asset. Applicants must hold a PhD in Materials Science and Engineering, or a closely related field, and have potential or proven ability for excellence in research, teaching and communication skills. It is anticipated that the appointment will begin as soon as possible. All qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities, are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to final budgetary approval.

■ THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics at the Assistant, Associate or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. Experience in analytical, numerical, and experimental fatigue analysis is required. The successful applicant will have access to outstanding numerical and experimental facilities, and will join an internationally recognized research group, in the area of fatigue analysis. Strength in undergraduate design project supervision and in the teaching of mechanical design would be an asset. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in September of 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ THE UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering invites applications for a prestigious Research Chair in Sheet Metal and Tube Forming. This position will be a Tier I Canada Research Chair, funded under the Canada Research Chair program (www.chairs.gc.ca). The chair position is tenure track and the holder will be appointed within the Solid Mechanics group at the Associate Professor or Professor rank. The chair holder will assume a leadership role within a rapidly expanding research group in the area of sheet and tube forming. Current industrial-funded activities in this area include major programs, with funding of approximately $1M per annum, on the formability of light-weight sheet materials, as well as tube hydroforming and bending for light weight automotive applications. The chair holder is expected to have international stature and expertise in the area of sheet and tube forming, in particular the plasticity and/or tribology aspects of these processes. In the near future, this research thrust will expand further to include an NSERC Industrial Chair, with associated senior and junior faculty positions, numerous post-doctoral fellows, research engineers, technologists and graduate students. The ability to attract further industrial funding will be valued greatly. The chair holder will supervise graduate students and undertake an active research program. In addition, the chair holder will have the opportunity to teach undergraduate and graduate courses within a Cooperative Education Program at a world-class university. Over the past ten years, Waterloo has held and currently holds the highest ranking amongst Canadian comprehensive universities, based upon an annual survey performed by a national news magazine. Applicants must hold a PhD in Mechanical Engineering or related discipline and have relevant experience, the potential or proven ability for excellence in teaching, and excellent communication skills. It is anticipated that the appointment will begin July 1, 2003 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. Under Citizen and Immigration Canada rules, eligible applicants for Canada Research Chairs include Canadian citizens, permanent residents and persons from abroad. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Appointments are subject to the availability of funds.

■ THE UNIVERSITY OF NEW BRUNSWICK — Applications are invited for a tenure-track faculty position at the Assistant Professor level in the Department of Chemical Engineering at the University of New Brunswick. Candidates should have a PhD in chemical engineering or a related discipline; at least one degree in chemical engineering is required. Highly motivated people with a strong commitment to teaching and research are sought, and those with experience and a strong interest in the oil and gas section in particular are encouraged to apply. Industrial experience is desirable though not essential. Information about our department can be found at: http://www.unb.ca/che. The position, which is subject to final budgetary approval, is scheduled to take effect 2004 January 1. Candidates should write to the Chairman, Department of Chemical Engineering, P.O. Box 4400, University of New Brunswick, Fredericton, NB, E3B 5A3, enclosing a full curriculum vitae and the names and addresses of three referees. Tentative closing date is 2003 September 30. Although priority is given to Canadian citizens and permanent residents, we welcome applications from all qualified candidates. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ McGILL UNIVERSITY — The Department of Mechanical Engineering invites applications for a tenure-track position in the area of Mechanical Design at the Assistant, or possibly Associate Professor level. Candidates must have a PhD in Mechanical Engineering or a design-related discipline, besides a commitment to mechanical design in particular, and to design in general. The successful candidate will be expected to teach both undergraduate and graduate courses in mechanical design and design theory and methodology. He/she will also be expected to develop an independent program that will balance sponsored research with a design activity, besides contributing to new and existing research activities in the Department. This position is sponsored by NSERC (Canada's Natural Science and Engineering Research Council) Chair in Design Engineering. It is expected that the successful candidate will obtain membership in a Canadian professional engineering association. Information about the Department and McGill University can be found by visiting our web site www.mcgill.ca/mecheng. Applicants should submit not later than August 15, 2003, a detailed resume, a clear and concise statement (maximum 2 pages) of teaching, design and research interests and objectives, as well as the name, address, e-mail coordinates and telephone number of three professional references. All application material should be sent to Prof. Arun K. Misra, Chair, Dept. of Mechanical Engineering, McGill University, 817 Sherbrooke Street West, Montreal, QC, Canada, H3A 2K6. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ THE UNIVERSITY OF WINDSOR — The Intelligent Manufacturing Systems (IMS) Center invites applications for Post Doctoral Fellow (PDF) positions associated with the Canada Research Chair in Manufacturing Systems Engineering announced in November 2002. Initial appointments are for 2 years and may commence immediately. For a detailed description of these positions and required areas of expertise visit our web site at: www.uwindsor.ca/facultypositions. Apply to: Dr. Hoda ElMaraghy, Chair holder and Director of the IMS Center, 204 Odette Building, University of Windsor, Windsor, ON, Canada N9B 3P4; Tel: 519.253 3000, Ext. 3439, Fax: 519.973.7053; Email: hae@uwindsor.ca

ENGLISH

■ THE UNIVERSITY OF WINDSOR invites applications for the position of Head, Department of English Language, Literature, and Creative Writing. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr Thomas Dilworth, Chair of the English Head Search Committee, Department of English Language, Literature, and Creative Writing, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519-253-3000, ext. 2288, Fax: 519-971-3676, E-mail: dilworth@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

Dean, Faculty of Environmental Studies University of Waterloo

University of Waterloo

The University of Waterloo (UW) invites nominations and expressions of interest for the position of Dean of the Faculty of Environmental Studies. Consisting of approximately 60 faculty and 37 staff, the Faculty offers programs in Architecture, Planning, Environment and Resource Studies, Geography, Environment and Business, Local Economic Development, and Tourism Policy and Planning. Full-time undergraduate enrolment is about 1300, with half in co-op (alternating work/study) programs; about 20 per cent of the Faculty's 200 full-time graduate students are enrolled in doctoral programs. Information about the Faculty is available at: **www.fes.uwaterloo.ca.**

The University of Waterloo is an outward-looking, research-intensive university situated in the heart of Canada's Technology Triangle. UW offers a full range of programs in the humanities, social sciences, natural sciences and engineering. It is known for its entrepreneurial spirit and is a leader in technology transfer. In national surveys, opinion leaders describe UW as "high quality", "most innovative", and "best source of leaders of tomorrow". For the 10th year, Waterloo has ranked "best overall" in the *Maclean's* reputational category. Total UW full-time enrolment is about 20,000.

The successful candidate will be a strong, dynamic and entrepreneurial leader, with a record of scholarly or creative professional activity appropriate to advancing the Faculty's research, scholarship, and external partnerships. The initial five-year appointment will begin on July 1, 2004 or soon thereafter.

The Search Committee will begin its review of candidates in early September and will continue until the position is filled. Interested candidates should submit documentation in confidence to the Dean of Environmental Studies Nominating Committee at the address shown below. Applications should be accompanied by a current curriculum vitae, a brief statement of interest, and the names of three referees familiar with the candidate's academic credentials and administrative experience. Nominations are also invited and should include a current curriculum vitae, where possible.

The University of Waterloo is committed to providing "family friendly" policies and programs that maintain a supportive environment for the many and diverse needs of its employees. For detailed information, please see: **www.hr.uwaterloo.ca/family-friendly.html.** UW encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

UW Dean of Environmental Studies Nominating Committee
c/o Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9 Fax: 416-923-8311
E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

JWA

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, population health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With 12,000 students, over 1,100 faculty and staff, and an operating budget of nearly $100 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program. Deadlines and qualifications vary- please see websites.

Faculty of Fine Arts
TERM POSITION to commence August 1, 2003 at the rank of Assistant Professor in the Department of Music. Visit **www.urgina.ca/hr/RECRUITMENT/Facutly.html** or for more details on the University visit **www.uregina.ca**

Submit applications with curriculum vitae, a copy of all university transcripts, a sample of scholarly writing, and the names of three referees who have been asked to send letters to:
Professor Kathryn Laurin, Dean
Faculty of Fine Arts
University of Regina
Regina SK Canada S4S 0A2

Faculty of Kinesiology and Health Studies
TENURE-TRACK POSITION to commence July 1, 2003 at the rank of Assistant/Associate Professor in Population Health/Epidemiology. Visit **www.urgina.ca/hr/RECRUITMENT/Facutly.html** or for more details on the University visit **www.uregina.ca**

Submit applications with a statement of research and teaching capabilities, a detailed curriculum vitae, copies of transcripts, and the names and contact information for three referees to:
Dr. Craig J. Chamberlin, Dean
Faculty of Kinesiology and Health Studies
University of Regina
Regina SK S4S 0A2
E-mail: craig.chamberlin@uregina.ca

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/RECRUITMENT/Faculty.html

CAREERS CARRIÈRES

THE UNIVERSITY OF BRITISH COLUMBIA

ASSISTANT PROFESSORS PHYSICAL EDUCATION

The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, tenure-track position(s) in physical education at the assistant professor level. The appointment will become effective **July 1, 2004**, subject to final budgetary approval.

Candidates must have a doctoral degree, an established record of research and publication, and relevant school teaching experience. The successful candidate should have a strong background in curriculum and pedagogy in physical education and be able to provide leadership in the development of a graduate program in this area. A focus on movement centred pedagogy and/or health education would be an asset. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. Salary will depend upon the successful candidate's qualifications and experience.

Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests in education.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanent residents. Appointment at a senior rank may be considered for a woman with exceptional qualifications.

The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities, and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Appointment at a senior rank may be considered for a woman with exceptional qualifications.

The closing date for receipt of applications is **October 1, 2003** or until filled.

A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper (if available) should be sent to: **Dr. Rita Irwin, Head, Department of Curriculum Studies, Faculty of Education The University of British Columbia, 212S Main Mall, Vancouver, B.C. Canada V6T 1Z4;** Rita.irwin@ubc.ca.

Dalhousie University

Assistant/Associate Professor of Accounting
School of Business Administration

The School of Business Administration, Dalhousie University, invites applications for a tenure-track appointment in Accounting at the level of Assistant or Associate Professor commencing August 1, 2003 (negotiable). Applicants must have a PhD (or ABD) in Accounting or a related discipline. Excellent teaching and research potential and/or record is essential. A professional accounting designation is also desirable.

The successful applicant's primary responsibilities will include teaching undergraduate and graduate courses, continuing an active research program and contributing to the academic life of the School. All applicants will be seriously considered. However, preference will be given to those applicants with joint expertise in any of the traditional areas (Financial, Cost/Managerial, Taxation and Auditing) and Accounting Information Systems.

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Applicants should send a c.v., names of three references, and a sample of research work to:
Dr. Andrews Oppong
School of Business Administration
Dalhousie University
6152 Coburg Road
Halifax, Nova Scotia, B3H 3J5, Canada

The closing date is **June 30, 2003**

DEPARTMENT CHAIR - Electrical and Computer Engineering UNIVERSITY OF VICTORIA

As Department Chair you will have an exceptional opportunity to provide leadership. The appointment will be effective on or after January 1, 2004 and normally will be for a five-year term. Candidates should have a Ph.D. in Electrical or Computer Engineering or a related field and have the qualifications and standing to be appointed as a tenured Associate Professor or tenured Professor.

The candidate will usually have a strong record of teaching and research at a university. Candidates from industry with a strong research record and other suitable experience may be considered. Candidates should be registered as a Professional Engineer or be eligible for such registration. Administrative experience will be a strong asset. The successful candidate will have demonstrated, or have the potential for, strong academic leadership and innovation.

The Department currently has 23 faculty members and 100 graduate students and is in the midst of significant growth. It offers B.Eng., M.Eng., M.A.Sc. and Ph.D. programs. The undergraduate program is 100% co-op. A Bachelor of Software Engineering program, jointly offered with the Department of Computer Science, is scheduled to admit the first students in September 2003. The Department is very strong in research, and includes a large number of research personnel and visiting researchers. Information on the Department can be found at http://www.ece.uvic.ca.

The closing date for applications is September 1, 2003. Please send applications, including curriculum vitae and the names of at least six references, to:

Dean Michael Miller
Faculty of Engineering
University of Victoria
P.O. Box 3055, Victoria, BC
Canada. V8W 3P6
E-mail: ece-chair-search@engr.uvic.ca

University of Victoria — challenge minds change worlds

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university.

GEOGRAPHY

■ **THE UNIVERSITY OF WINNIPEG** — The Department of Geography of the University of Winnipeg seeks applications for two 12-month sessional appointments. One position is in the area of Human Geography; the successful candidate will teach five sections at first-year human geography, a second-year globalization course, a third-year population course, and a third-year developing world course; two of the first-year courses will be offered during the spring/summer of 2004. The second position is in the area of Physical Geography; the successful candidate will teach one section of first-year earth science, two second-year geology courses (and labs), a second-year environmental science course, a third-year sedimentology course (and lab), and a first-year course (and lab) in spring/summer 2004. Preference will be given to candidates with a PhD and teaching experience. Salary/rank commensurate with qualifications. The appointments will commence on August 1, 2003, subject to budgetary approval. Deadline for submission of applications is June 30, 2003. Applications, including a curriculum vitae and the names of three references, should be sent to Dr. Danny Blair, Chair, Department of Geography, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada.

GERIATRIC MEDICINE

■ **THE UNIVERSITY OF ALBERTA** — The Department of Medicine invites applications for the position of Director, Division of Geriatric Medicine. The Division has the full range of therapeutic services, excellent clinical facilities, a Royal College approved resident training program and established research programs in clinical research. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, more than 400 distinct research laboratories including a 800MHz NMR. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards in the 1990's. Edmonton, with a metro population of about 90,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Interested applicants should hold an MD or equivalent and fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent and have a demonstrated clinical leadership and scholarly accomplishment in research and teaching. This position offers a unique and exciting opportunity for a person of vision to guide an established Geriatrics Division and build upon its strong academic and clinical foundations. Remuneration for this senior position will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Deadline for applications is June 30, 2003. Please send curriculum vitae and the names and addresses of three referees to: Thomas J. Marrie, MD, Chair, Department of Medicine, 2F1.30 Walter C. Mackenzie Centre, University of Alberta, Edmonton, Alberta, Canada T6G 2R7. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

GESTION

■ **L'UNIVERSITÉ McGILL** — La faculté de gestion est à la recherche de candidats pour des postes de professeur adjoint (catégorie spéciale) et de professeur invité pour des termes limités dans les domaines de la comptabilité, le comportement organisationnel et la gestion des ressources humaines. Les candidats possèdent une solide expérience de la recherche ou ont le potentiel de s'y consacrer, ainsi qu'une bonne expérience de l'enseignement. Les candidats au poste de professeur adjoint sont titulaires d'un doctorat ou en instance de le terminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recherche des candidats. La faculté de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature, ainsi que trois(3) lettres de références et diplômes(copies) obtenus au Vice-doyen-affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 30 juin 2003. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

HISTORY

■ **SAINT MARY'S UNIVERSITY** — The Department of History invites applications for a nine-month sessional appointment in Early Modern European History beginning September 1, 2003. The successful candidate will be responsible for teaching our introductory full year survey course "Civilization in the West" as well as upper-level courses in areas related to Early Modern Europe. An ability to teach our single term course "France and New France" would also be considered an asset. The successful candidate will be encouraged to participate in all aspects of department life. The department has a vigorous research culture and our faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Atlantic Canada Studies, Asian Studies, Woman's Studies, and International Development Studies. We also enjoy a close relationship with the local museum and educational

ASSISTANT PROFESSOR
Mathematics Education, Faculty of Education
University of New Brunswick

Applications are invited for a tenure-track position in mathematics education at the Assistant Professor level. The position is open July 1, 2004, or possibly January 1, 2004 if a suitable candidate is located.

Candidates should possess a completed or almost completed doctorate in mathematics education with undergraduate work in mathematics and expertise in either elementary or secondary mathematics teaching with a working knowledge of the other level. Also expected are excellent teaching skills, a commitment to research and publication, and interest in the broader needs of the faculty at both the undergraduate and graduate levels. Participation in the professional development of educators and in the supervision of undergraduate students, student teachers, and MEd and PhD students is an expectation.

Applications, including the names of three referees, should be sent by **July 18, 2003** to:

UNB — UNIVERSITY OF NEW BRUNSWICK

Dr. Marian Small, Dean
Faculty of Education
University of New Brunswick
P.O. Box 4400
Fredericton, NB E3B 5A3

All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA — EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Capital Health — PERINATAL RESEARCH CENTRE

Clinical Investigator

The University of Alberta Perinatal Research Centre and the Department of Obstetrics and Gynecology are recruiting a Clinical Investigator for the Centre's Clinical Research Division at the Royal Alexandra Hospital. The successful candidate will be an individual who can compete successfully for a Canada Research Chair Tier II and will be appointed at the senior Assistant Professor or Associate Professor Level. Applicants must have a peer review funded program of research in CIHR Pillars 2, 3 or 4 (Clinical Investigation/health services/outcomes or population health research, respectively). The successful candidate will be expected to establish an externally funded program of research at the Royal Alexandra Hospital, to collaborate with Perinatal colleagues in the Department of Obstetrics and Gynecology and with other researchers at the Royal Alexandra Hospital as appropriate, as well as the University of Alberta main campus.

The Perinatal Research Centre has a world-renowned research program in Maternal, Fetal and Newborn Health and is committed to developing a translational research program that links its Basic Science Research Division and its Family Health Research Division with the Clinical Research Division at the Royal Alexandra Hospital. Our research strengths are pregnancy and birth, developmental neurosciences, and cardiopulmonary development. Members of the Centre receive in excess of $7 million per year in research funding and as well, it is the home of the CIHR Group in Perinatal Health and Disease and the CIHR Strategic Training Program in Maternal-Fetal-Newborn Health. Members come from 8 Departments in the Faculty of Medicine, Faculty of Nursing and the Faculty of Rehabilitation Medicine.

The Women's Health Program, the Department of Obstetrics and Gynecology and the clinical research programs are sited at the Royal Alexandra Hospital. The hospital also accommodates the regional tertiary clinical programs in women's health consisting of the divisions of maternal fetal medicine, urogynecology, oncology, and reproductive endocrinology, with close links to the regional tertiary program in neonatology.

Candidates should submit Curriculum Vitae, a research plan, the names, addresses, and current contact information for three references, examples of publications and other research activity, to:

David M. Olson
Director, Perinatal Research Centre
220 Heritage Medical Research Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2S2

Deadline: August 31, 2003

For more information, contact David Olson, PhD (devid.olson@ualberta.ca)

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

community that we are currently enhancing through the creation of a Public History component of our program. For further information visit our web page: http://www.stmarys.ca/academic/arts/history. Candidates with a completed, or nearly completed, PhD and teaching experience will be preferred. Applicants should send a letter of application, a c.v., a sample of written work, teaching dossier or evidence of teaching effectiveness, names and addresses of three referees, and any other material they deem relevant to the Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, fax (902) 420-5141, e-mail: history@stmarys.ca. The closing date for receipt of applications is June 1, 2003. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents, but applications from all qualified candidates are welcome. Saint Mary's University is committed to the principles of employment equity.

LANGUAGE & CULTURE

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Arts invites applications for a Tier 1 Canada Research Chair in Language and Culture to begin as soon as September 1, 2003. The purpose of this chair is to design and develop pioneering research in technologically-mediated linguistic and cultural studies. Based in UW's Canadian Centre for Cultural Innovation, the chair holder will work with colleagues in Anthropology, Classical Studies, Drama and Speech Communication, English Language and Literature, French Studies, Germanic and Slavic Studies and Spanish and Latin American Studies to develop new methods for understanding language learning and teaching, to explore new design techniques for multimedia projects, and to create new analytic/theoretical bases for evaluating the impact of technology on the development and understanding of culture. In keeping with the University of Waterloo's Strategic Research Plan, this position will be of interest to a senior expert in the interaction of technology and culture with experience in multimedia for humanities computing, hypertext, text analysis and computational linguistics and the interaction of technology and culture. The successful candidate will have not only an outstanding research record in the theory of language, rhetoric and discourse as applied to and through technology but also significant applied experience in cultural activities such as film, video, museum exhibits, etc. She/he will be expected to create a dynamic research program designed to attract a significant number of graduate students and postdoctoral fellows to the research laboratory. The lab will provide facilities to create, produce, and edit digital texts, music, art and cultural products such as exhibits. Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded to Dr. Robert R. Kerton, Dean of Arts, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1 by June 30, 2003. Applications will be considered until the position is filled. Please note that all CRC appointments are subject to final review by the CRC Secretariat. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

MANAGEMENT

■ **McGILL UNIVERSITY** — The Faculty of Management: Applications are invited for limited term appointments as Assistant Professor (special category), and Visiting Professor, in the areas of Accounting, Organizational Behaviour, and Human Resource Management. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 65 full-time faculty and offers B. Com., MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is June 30, 2003. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

MARKETING

■ **THE UNIVERSITY OF ALBERTA** School of Business invites applications for a full-time, tenure-track position at the assistant professor level in marketing. The University of Alberta is one of the leading research universities in Canada. Candidates should have a demonstrated commitment to excellence in research in analytical modeling or new empirical industrial organization with a focus on substantive marketing issues. Candidates should also have a demonstrated commitment to excellence in teaching. The successful candidate will have an opportunity to teach both undergraduate and MBA courses. Salary is competitive with other business schools in Canada. Applicants should have a PhD in marketing or a closely related field or should be at the completion stage of the degree. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The competition will remain open until the position is filled. Applications should be forwarded to: Dr. Richard D. Johnson, Chair, Department of Marketing, Business, Economics and Law, University of Alberta School of Business, Edmonton, Alberta T6G 2R6; Phone: (780) 492-5345; Fax: (780) 492-3325; E-mail: ric.johnson@ualberta.ca. Website: www.bus.ualberta.ca/mbel. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Athabasca University
Canada's Open University™

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 26,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant/Associate Professor, Distance Education, Centre for Distance Education

Athabasca University and the Centre for Distance Education are recognized nationally and internationally in the field of distance education. The Centre's mandate includes the delivery of graduate programs in distance education and research and development in distance education in areas such as: learning systems designs; instructional materials development; human factors in education; and/or research and evaluation methodologies.

The successful candidate will participate in the design, development, delivery and evaluation of graduate-level courses and programs, which currently include a graduate diploma, a Master's degree and which will possibly include doctoral studies in the near future. In addition, this position is responsible for: advising and supervising graduate students; program research and evaluation; research and evaluation in other areas of distance education; and other activities as required. Applicants should possess a Ph.D., expertise and experience in distance education in one or more of the following areas would be an asset: computer applications in education; instructional systems design, human factors in education; administration and management in distance education; distance education in the K-12 sector; leadership and change management in distance education; and research and evaluation methodologies.

This is a term academic position ending April 30, 2006. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at:

www.athabascau.ca/jobprofiles

Further information about this position may be obtained from the Program Director: Phone (780) 675-6179 or via email, mde@athabascau.ca

All qualified candidates are encouraged to apply; however Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three references by **August 31, 2003, quoting Competition #CB-0603, to: Coordinator, Employment Services, Human Resources, Athabasca University, 1 University Drive, Athabasca, Alberta T9S 3A3; by email: resume@athabascau.ca; or fax: (780) 675-6135.**

Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, indigenous peoples, persons with disabilities, and members of visible minorities.

Athabasca University is located in the town of Athabasca, nestled in the picturesque Athabasca River Valley of north central Alberta, 145 km north of Edmonton. The successful applicant may consider residence in Athabasca, Edmonton or surrounding communities.

Visit our web site at **www.athabascau.ca**

To learn more about the town of Athabasca, visit: **www.town.athabasca.ab.ca**

INDIGENOUS PEOPLES' HEALTH RESEARCH CENTRE

IPHRC

Saskatchewan Indian Federated College
University of Regina • University of Saskatchewan

IPHRC Director

The position of Director of IPHRC is open to applicants with the education and experience to lead this dynamic research Centre. The successful Director/Co-Director applicant will have responsibility for the administration and supervision related to the IPHRC staff and programs. The IPHRC is a collaboration between the Saskatchewan Indian Federated College, the University of Regina and the University of Saskatchewan, with broad support from various health boards and Aboriginal health organizations. The program is supported by the Institute for Aboriginal Peoples Health (IAPH), one of the institutes of the Canadian Institutes of Health Research (CIHR) and the Provincial Government. Funding provided to the IPHRC is primarily focused on building leadership and capacity in health research among Aboriginal people, communities and institutions. The IPHRC is developing a research environment with a focus on the following four theme areas:

1. Chronic Diseases, nutrition and life style;
2. Indigenous Healing: addiction (including FAS), mental health and the judicial system;
3. Health delivery and control (includes ethics, community development and governance);
4. Prevention and environment health.

Position Description/Responsibilities

As a member of the IPHRC, the Director will serve in a leadership role and be an essential component of the IPHRC team. The successful candidate will work with and supervise the IPHRC faculty and staff to ensure that the goals of the IPHRC unit are maintained. The Director will also work closely with the IPHRC Board of Directors.

Qualifications

The preferred candidate will hold a PhD or equivalent in a health/social science field or related area. The candidate must be eligible to apply for grants from CIHR or the other national granting councils. The candidate must also have a record of health research program development including grants management, fund accounting, budgeting, human resource development, research and policy creation, and experience working with culturally diverse populations.

Application

Interested candidates are asked to submit a covering letter, outlining their program development experience, a full CV, the names and contact information of three individuals who are in a position to provide a professional reference on personal experience related to Aboriginal Health research capacity development. Preference will be given to First Nations, Aboriginal, and other designated group members (S.H.R.C. #E93-13); therefore, please also indicate your status on your cover letter. Applications will be accepted until June 30, 2003 or until position is filled. Please submit to:

Dr. Ralph Nilson — Interim Director
160-10 Research Drive,
Regina, SK S4S 7J7
Email: rnilson@sifc.edu
Phone: (306) 585-4876
Fax: (306) 585-5694
Website: http://www.sifc.edu

McGill

Head of Pediatric Urology

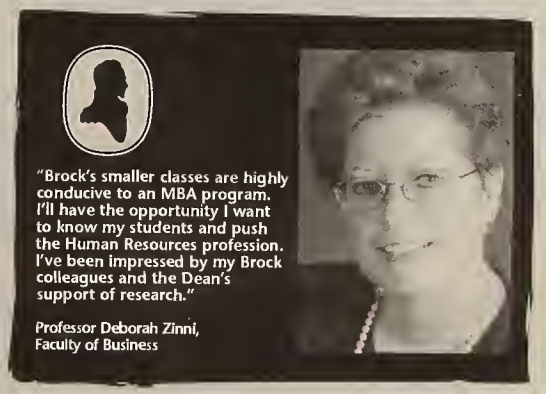
The Faculty of Medicine and the Division of Urology at McGill University are seeking applications from pediatric urologists to fill a full time position as Associate or Full Professor and Urologist-in-Chief at the Montreal Children's Hospital commencing September 1, 2003.

The candidate should have administrative experience, a strong academic background and a commitment to excellence in teaching. The successful candidate will hold appropriate appointments at McGill University and the McGill University Health Centre. Applicants must be MD's and licensed/or eligible for a license to practice medicine in the Province of Quebec. Candidates will benefit from a working knowledge of both official languages

To obtain more information or make application, contact **Dr. Mostafa M. Elhilali, Chair, Division of Urology, McGill University, Room S6.95, 687 Pine Avenue West, Montreal, Quebec H3A 1A1,** (514) 842-1231 ext. 35489, Fax (514) 843-1552 or e-mail to judy.voncolditz@muhc.mcgill.ca before **July 15, 2003** Please enclose curriculum vitae and contact information of three references with letter of application

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment

www.mcgill.ca



"Brock's smaller classes are highly conducive to an MBA program. I'll have the opportunity I want to know my students and push the Human Resources profession. I've been impressed by my Brock colleagues and the Dean's support of research."

Professor Deborah Zinni,
Faculty of Business

Faculty of Business

The Faculty of Business:

The Faculty consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing and Human Resources. The Faculty of Business, which has approximately 55 full-time faculty members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, each with a co-op option, as well as a Masters of Accountancy (MACC). An MBA program is being introduced in 2003.

Brock University

Careers begin here!

Brock University is located in the heart of the Niagara region of Ontario, Canada – an area known for its beauty and diversity. With one of the most temperate climates in Canada the Niagara region is famous for its fruit growing and wine making and is a popular tourist destination. The region is also a major industrial/commercial corridor providing gateway access to international markets. Located just fifteen minutes by car from Niagara Falls, Brock University is an attractive well-designed campus situated on the top of the Niagara Escarpment bordering on extensive Carolinian forests.

Faculty of Business Positions Available

The Faculty of Business, Brock University invites applications for tenure track positions starting July 1, 2003 in the following areas:

- Accounting (All Areas will be considered– Financial Accounting, Managerial Accounting, Tax, Accounting Information Systems, Audit)
- Entrepreneurship
- Human Resource Management (Those with experience as an HR generalist and who possess the CHRP designation are especially encouraged to apply)
- International Business
- Management Information Systems (Database Management, E-business/commerce)
- Marketing (Business to Business Marketing, Advertising, Distribution)
- Strategy

Description:

Full-time, tenure-track, rank open at Assistant, Associate or Full Professor level, dependent upon qualifications.

Salary:

Competitive and commensurate with qualifications.

Qualifications:

Qualifications include a PhD (completed or near completion) or equivalent and a commitment to excellence in teaching and research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure:

Applications will be accepted until the positions are filled and should be submitted, with curriculum vitae and the names and addresses of three referees, to:

Dr. Martin Kusy, Dean
(TA313) Faculty of Business
Brock University
St. Catharines, ON Canada L2S 3A1
E-mail mkusy@spartan.ac.brocku.ca

More information on these positions can be found at the Web site listed below.

www.brocku.ca/hr/faculty

CAREERS CARRIÈRES

MATHEMATICS

■ **THE UNIVERSITY OF WATERLOO** — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information about the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

MATHEMATICS & COMPUTING SCIENCE

■ **SAINT MARY'S UNIVERSITY** — The Department of Mathematics and Computing Science invites applications for a two-year sabbatical replacement position in Computing Science at the rank of Assistant Professor, to begin July 1, 2003. Saint Mary's offers one of the most dynamic undergraduate programs in Atlantic Canada. The successful candidate will have a PhD in Computing Science, or in a related subject with a very strong background in Computing Science, and will be expected to teach a variety of Computing Science courses primarily at the undergraduate level. He/She will also have the opportunity to participate in the teaching and supervision of graduate students in the new MSc in applied science programme with a co-op option. The successful candidate should have a demonstrated potential for, and a strong commitment to, research. Applicants should provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Computing Science Position, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, fax (902) 420-5035, e-mail: mathcs.search@stmarys.ca. Applications will be reviewed as soon as received, and applications will continue to be considered until the position is filled. Candidates of all nationalities are encouraged to apply. However in accordance with the Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities, and persons with disabilities.

MICROBIOLOGY & IMMUNOLOGY

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — Applications are invited for a nine-month Sessional Lecturer position starting August 25, 2003. The successful applicant will help organize resources and assist students in the MICB 447 and MICB 421 advanced laboratory courses, in which students work on individual, self-directed research projects. The minimum qualification is a BSc in Microbiology and Immunology or a related molecular life science field. Knowledge of the theory and techniques in modern molecular biology, bacterial physiology or biochemistry is desirable. A thesis based MSc or other independent research experience would be an asset. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. Applicants should submit a brief curriculum vitae and the names and addresses of three referees to: Dr. W. Ramey, Department of Microbiology and Immunology, University of British Columbia, #300-6174 University Boulevard, Vancouver, B.C. V6T 1Z3. The closing date for applications is June 20, 2003.

NURSING

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Faculty of Health Sciences, School of Nursing at The University of Western Ontario invites applications for 4 full time faculty positions: A. 2 tenure-track positions. The successful candidate will be expected to conduct a program of research, contribute to graduate and undergraduate educational programs and participate in university and professional activities. The position requires an earned doctorate (or doctoriate near completion) in nursing or a related field, evidence of a focussed program of research and publication, and eligibility for a certificate of registration with the College of Nurses of Ontario. Consideration will also be given to an applicant wishing to undertake post-doctoral study in the School of Nursing before taking up a tenure-track appointment. The School offers a BScN program in collaboration with Fanshawe College of Applied Arts and Technology; a post-RN, BScN program and a primary health care nurse practitioner program through a consortium of Ontario universities. At the graduate level, recently accredited MScN and newly approved PhD programs are structured to foster high standards of scholarship within an environment that promotes regular interaction and mentoring. Within the context of established, well-funded program of research, faculty and students actively engage in building knowledge in 3 fields of study (Nursing Education, Nursing Administration and Health Services Delivery, and Health Promotion). The Nursing Research Unit (NRU) provides key support services and facilities to both graduate students and faculty. The first PhD candidates will be admitted in September 2002, providing faculty an exciting opportunity to build the discipline's capacity for scholarship in Nursing. Please quote Number HS 022 on all correspondence. B. 2 limited-term positions up to 3 years. The successful candidate will be responsible for classroom and clinical teaching, scholarly activity and service in the BScN program. The focus of the teaching is health, patients' experiences with chronic, acute, and episodic health challenges, and interpersonal relationships. The positions require a MScN, evidence of recent clinical practice, and eligibility for a certificate of registration with the College of Nurses of Ontario. The Western-Fanshawe Collaborative BScN program is offered in partnership with Fanshawe College of Applied Arts and Technology. Students are admitted to either site for the first two years of the program, with all students enrolled at Western for the third year and half of the final year of the program. Successful candidates will be based at Western. Please quote Number HS 023 on all correspondence. The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research are encouraged. Start-up research funds and the support of the Nursing Research Unit are available. University-wide programs to enhance teaching are offered regularly. The effective date of appointments is January 1, 2004, or sooner if possible. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Angelo Belcastro, Dean, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario N6A 5C1. http://www.uwo.ca/fhs/. The deadline for receipt of applications is July 18, 2003. Positions are subject to budget approval. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **THE UNIVERSITY OF BRITISH COLUMBIA** School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant or Associate Professor. UBC was Canada's first university to offer a nursing program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer innovative and exciting baccalaureate, master's and doctoral nursing programs. We will be launching British Columbia's first Family Nurse Practitioner program at the master's level in September 2003. The UBC School of Nursing has active affiliations with a wide variety of clinical practice agency and research partners. UBC is among Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a doctorate in Nursing or a related discipline (earned or near completion), a Master's degree in Nursing (preferred), and be eligible for registration with the Registered Nurses Association of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing, including but not limited to primary health care, nursing and health service, and advanced nursing practice across the full spectrum of clinical settings. They will demonstrate, or show potential for, involvement in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail or fax your letter of application, accompanied by curriculum vitae and contact information for three references to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, T201-2211 Wesbrook Mall, Vancouver, BC, Canada V6T 2B5; Fax: 604 822-7423, Email: DirectorsOffice@nursing.ubc.ca. The final date for application for these positions will be July 15, 2003. Expected start date for these positions will be September 1, 2003 or January 1, 2004. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at http://www.nursing.ubc.ca and information on the employment environment in the Faculty of Applied Science is available at http://www.apsc.ubc.ca/careers.

NUTRITIONAL SCIENCES

■ **THE UNIVERSITY OF TORONTO** — The Department of Nutritional Sciences invites applications for a Contractually Limited Term Appointment at the Assistant Professor level in an area of research focused on nutrigenomics and chronic disease. One area of particular interest is appetite regulation, obesity and related disorders. Successful candidates will be expected to mount an independent, externally funded research program and to participate in teaching. Applicants should send curriculum vitae, description of research interests and the names and addresses of 3 references by July 31, 2003 to: Dr. Michael C. Archer, Chair, Department of Nutritional Sciences, Faculty of Medicine, University of Toronto, FitzGerald Building, 150 College Street, Toronto, ON, Canada M5S 3E2, m.archer@utoronto.ca. Phone: 416-978-8195, Fax: 416-971-2366. The University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ORTHOPAEDICS

■ **THE UNIVERSITY OF BRITISH COLUMBIA** — The Department of Orthopaedics invites applications for a faculty position at the Associate Professor level, Grant Tenure Track, in orthopaedic biology. The start date will be July 01, 2004 or earlier. This is a large Department with seven distinct Divisions, which has earned international renown for its programs in research, education and clinical care. Its activities in basic research are expanding and the successful applicant will be expected to build a research program in orthopaedic biology, fostering collaboration with the Division of Orthopaedic Engineering Research as well as other groups within and beyond the Department. The successful candidate will hold a PhD degree or equivalent in molecular or cell biology, biochemistry or a closely related field. We are interested in candidates with research expertise in bone regeneration or tissue engineering of bone as it applies to the clinical sub-specialties of Orthopaedics. We expect that successful collaborations will be forged with other research groups at UBC and elsewhere. The responsibilities of the position will be to develop a strong, externally funded research program

Brock University seeks applications for

CANADA RESEARCH CHAIRS (TIER II) in:

Social and Health Aspects of Youth and Wellness

Candidates for CRC (Tier II) possess expertise in the areas of social and health aspects of youth and wellness. This appointment supports University initiatives in related fields including Education, Social Sciences (Child and Youth Studies, Psychology, Sociology), Applied Health Sciences (Recreation, Physical Education, Community Health) and Humanities. Brock is committed to multidisciplinary research and has developed strong research linkages with local, provincial and national agencies. Current faculty interests include youth resilience and lifestyle choices, developmental trajectories, education, social, cultural and personal development, socio-legal issues related to youth and health/wellness, and policy analysis and planning for youth and wellness. The successful candidate will have opportunities for multidisciplinary collaboration through participation in the Brock Research Institute for Youth Studies (see **www.brocku.ca/briys**).

Digital Humanities

The Faculty of Humanities at Brock University invites applications for a Tier II Canada Research Chair in Digital Humanities to begin July 1, 2004. The purpose of this Chair is to enhance awareness of Humanities Computing and potentially to deepen and broaden connections between Humanities/Fine Arts and the Sciences. Candidates will have an outstanding interdisciplinary research record connecting computing to one or more of the following fields: Classics, Archeology, Visual Arts, Dramatic Arts, Music, Applied Linguistics, History, Philosophy, or Language Studies and Literature. In keeping with Brock University's Strategic Research Plan, the successful applicant will be a pioneer in the area of computer-generated and technologically mediated research, whose work participates in creating new foundations for evaluating the impact of digital resources on teaching and research. Applicants should demonstrate an ability to design and deliver courses of interest to graduate and undergraduate students in one or more of the Humanities/Fine Arts disciplines and possibly some area of the Sciences.

Creativity and Innovation

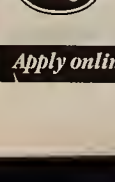
Candidates for this position possess an understanding of the applications of information and communications technologies (ICT) to research in innovation and creativity, such as the application of ICT to teaching and learning across all age groups, the impact of ICT on educational institutions, not-for-profit organizations, government and business, the ways in which creative and performance arts employ new technologies, the application of ICT to research in the human sciences, public policy issues, and critical approaches to the theory and practice of innovation in schools and universities, government, and business. The incumbent will be appointed in one of the Faculties of Applied Health Sciences, Business, Education, Humanities and Social Sciences but is expected to have a cross-appointment and teaching responsibilities in a second Faculty.

Brock University is committed to multidisciplinary research and encourages scholarship at the interface of disciplinary traditions. For Brock's Canada Research Chair priorities see: **http://www.chairs.gc.ca/english/research/strategic/index.html.**

Appointments are expected to be at the Associate Professor level and commence January 1 or July 1, 2004. Applicants are emerging leaders in their field, have a strong (emerging) national and international scholarly presence, have an excellent teaching and graduate supervision record; have significant, programmatic, externally funded research, and a commitment to multidisciplinary and collaborative research. Candidates will have the opportunity for cross-appointments between departments and Faculties (Applied Health Sciences, Education, Social Sciences, Humanities). The positions come with the opportunity for funding through the Canada Foundation for Innovation (CFI). Hiring decisions will be made on the basis of demonstrated research excellence, teaching ability, potential for interaction with colleagues, and departmental and University needs. For information on Brock University's Strategic Research Plan, see: **http://www.chairs.gc.ca/english/research/strategic/index.html**

Submit curriculum vitae, statements of research interests and plans, statements of teaching interests and lists of potential referees to: **Dr. Jack Martin Miller, Associate Vice-President Research and Dean of Graduate Studies, Brock University, 500 Glenridge Avenue, St. Catharines, ON L2S 3A. Fax: 905-684-2277.** Applications for these competitions will be received and considered until a suitable candidate has been identified.

Applicants or nominations from Canada and elsewhere are encouraged. Brock University hires on the basis of merit and is committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



Brock University

Apply online at: **www.brocku.ca/hr** AN EQUAL OPPORTUNITY EMPLOYER

MALASPINA University-College

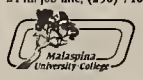
Malaspina University-College, located on beautiful Vancouver Island, is a dynamic and diverse educational organization, dedicated to excellence in teaching, service and research. We foster student success, strong community connections and international collaboration by providing access to a wide range of university degrees and college diploma and certificate programs designed for regional, national and international students.

We are accepting applications for a university-college professor:

Abnormal/Clinical Psychology

Comp. 03-4052 closes 1 pm, Aug. 22/03

For full details, please click on **Employment Opportunities** on the Malaspina University-College website **www.mala.ca**, or call the 24-hr. job-line, **(250) 740-6285**.



Nanaimo Campus
900 Fifth Street
Nanaimo, BC V9R 5S5
[3A-05-10-1040]

WWW.MALA.CA

St. Thomas University

LEADERS IN LIBERAL ARTS

LIMITED-TERM POSITION IN ENGLISH AS SECOND LANGUAGE

St. Thomas University is a small, Catholic, undergraduate, liberal arts university where excellence in undergraduate teaching is the highest institutional priority.

The University invites applications for a limited-term (9-month) appointment beginning August 1, 2003. The successful applicant will coordinate ESL activities and will teach ESL courses to international students, an ESL methods course for BA students, and possibly an ESL module in our B.Ed. programme. A doctorate in applied linguistics is the preferred credential but doctorates in other fields will be considered.

Applicants are to submit a *curriculum vitae*, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Richard Myers, Vice-President (Academic), St. Thomas University, Fredericton, N.B., E3B 5G3. Closing date: June 30, 2003, or when the position is filled. Applicants are responsible for ensuring that their files, including letters of reference, are complete by this date.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. St. Thomas University is committed to employment equity for women, Native persons, members of visible minority groups, and persons with disabilities.

CAREERS CARRIÈRES

and to participate in the educational program in the faculty including supervision of graduate students, as well as training of residents and fellows. Salary will be commensurate with qualifications and experience. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. Applicants should submit a detailed resume, a statement (1–2 pages) of research and teaching interests, and names and addresses (fax/email included) of three referees to Professor Clive Duncan, MD, FRCSC, Head, Department of Orthopaedics, The University of British Columbia, Room 3114-910 West 10 Avenue, Vancouver, BC, Canada V5Z 4E3. The closing date for applications is August 31, 2003. Please do not forward applications by email.

PATHOLOGY

■ **McMASTER UNIVERSITY** — The Department of Pathology and Molecular Medicine invites applicants for a full-time faculty position at the rank of Assistant Professor that is currently available in the department. The successful candidate must have a PhD (or equivalent) or a DVM or MD and is required to have a strong research background in the area of mucosal immunity with emphasis on experimental models of mucosal/genital immunity. The successful candidate will be expected to have a developed research program with solid evidence of independent funding. Expertise in mucosal immunity, innate immunity and infections is required. The candidate will join an active group in the area of mucosal immunity/vaccinology and will be expected to collaborate closely with University in the group. In addition, the candidate will be expected to develop a strong externally funded research program and participate fully in teaching at both the undergraduate and graduate levels in the Faculty of Health Sciences. Salary will be commensurate with experience. Applicants should send their CV, a statement of their research interests and future plans, and the names of three references by June 30, 2003. Dr. Jack Gauldie, Chairman, Department of Pathology and Molecular Medicine, Room 2N16, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5. Although this advertisement is not restricted to applicants from Canada, Canadian citizens and permanent residents will be considered first for this position. Preference will be given to candidates whose research complement and extend the department's current strengths. McMaster University is committed to Employment Equity and encourages applications from all qualified candidates.

PHYSICS

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applications for a tenure-track position at the Assistant Professor level (in exceptional cases an appointment at a higher level may be possible) in the field of computational theoretical condensed matter physics to begin in January 2004. We will also consider applicants working in the area of experimental low-temperature condensed matter physics. Depending on funding, there may be more than one position available. Further information about the Department can be found on our web page: http://www.science.uwaterloo.ca/physics. Review of applications will begin immediately and continue until the position has been filled. Applicants must have a PhD degree, a record of strong research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. The salary range will be commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. A successful candidate in the area of theoretical condensed matter theory may be considered for an associate position at the Perimeter Institute of Theoretical Physics (http://www.perimeterinstitute.ca/). Arrangements should be made for at least three letters of reference to be sent. Materials should be received by August 10, 2003 and addressed to Professor Robert Mann, Department Chair, Condensed Matter Physics Search, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — The Department of Physics invites applicants for two tenure-track positions at the Assistant Professor level (in exceptional cases an appointment at a higher level is possible) in the field of photonics, to begin in January 2004 and take part in the newly formed Ontario Photonics Consortium. Candidates in all areas of photonics will be considered, with particular emphasis given to the following research areas: optical communication devices or systems, ultrafast photonics, photonic materials, quantum optics and quantum information, and biophotonics. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. All applicants must have a PhD degree, a record of research accomplishments normally achieved through postdoctoral experience and promise for excellence in teaching. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of research accomplishments, a brief research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be received by August 31, 2003 and addressed to Dr. Donna Strickland, Chair of Search Committee, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567 Ext. 6831; E-mail: physics@uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **THE UNIVERSITY OF WINDSOR** Invites applications for a faculty position in Physics in the area of Theoretical Applied Physics/Photon-Matter Interactions commencing as early as January 1, 2004. Subject to Budgetary Approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Gordon W. F. Drake, Head, Department of Physics, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519. 253.3000, Ext. 5041, Fax: 519.973.7075; Email: gdrake@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Diakiich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recrut@uwindsor.ca.

PHYSIOLOGY & PHARMACOLOGY

■ **THE UNIVERSITY OF WESTERN ONTARIO** — "Western" is one of Canada's leading research-intensive universities. It is building upon existing expertise in clinical research and management of pain, imaging of pain and research on psychosocial aspects of pain, to position the university as a world leader in pain research by these senior and junior appointments in the Department of Physiology and Pharmacology. The Department has 32 full-time academic staff, approximately 100 cross-appointees in other basic science and clinical departments as well as in affiliated research institutes. The Department also has graduate programs in physiology and in pharmacology and toxicology, with a current enrolment of approximately 80 graduate students. The University of Western Ontario has a full range of academic and professional programs. The University campus is located in London, a city of 340,000, located midway between Toronto and Detroit. London boasts an international airport, galleries, theatre, music and sporting events as would be expected of a large centre (see www.city.london.on.ca). With a pain research and management community of over 40 principals, Western provides an exceptional multi-disciplinary pain research environment. An endowed chair in chronic pain management has recently been established. One of the affiliated teaching hospitals in London is currently expanding its pain clinic. The clinic will also provide a venue for undergraduate and postgraduate education as well as clinical research trials in health care delivery. The "interdisciplinary Pain Program", which is a collaborative endeavor between the University Departments of Anesthesia and Perioperative Medicine, Physical Medicine and Rehabilitation, Clinical Neurological Sciences and St. Joseph's Health Care, is designed to bring together the full spectrum of pain research and management professionals to provide timely access for clients from referring physicians throughout the region of Southwestern Ontario and to provide them with state-of-the-art facilities. The successful senior candidate would normally be appointed at the rank of Full Professor with tenure in the Department of Physiology and Pharmacology, as a Tier 1 Canada Research Chair. The successful candidate must have demonstrated an exceptional record of independently funded research. The successful junior candidate would normally be appointed to a probationary position at the rank of Assistant or Associate Professor in the Department of Physiology and Pharmacology, as a Tier 2 Canada Research Chair. This would be a tenure-track position, following the normal course for promotion. Successful candidates will be expected to participate in teaching at the undergraduate and graduate levels, and to maintain an on-going programme of independently-funded research. As appropriate, assistance will be provided in helping to locate suitable spousal employment. These positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send detailed Curriculum Vitae, a brief statement of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. James L. Henry, Chair, Pain Research CRC Nominating Committee, Professor and Chairman, Department of Physiology and Pharmacology, University of Western Ontario, London, Ontario, Canada N6A 5C1. Applications will be accepted until the positions are filled.

■ **THE UNIVERSITY OF WESTERN ONTARIO** — Applications are invited from individuals with outstanding records in outcomes research on education and teaching, for a position in university undergraduate education. This position is at the academic rank of Lecturer. The successful applicant will hold a M.Sc. or PhD degree in a Biological Science and/or a B.Ed. or M.Ed. in Education or equivalent, and/or have familiarity with standard outcomes research methodology. The individual will conduct research on the outcomes of our teaching approaches to provide a mechanism for monitoring teaching effectiveness and ensure continued development of new and innovative teaching methods and opportunities for students. In addition, candidates will be expected to participate in the teaching programs of the Department at the undergraduate level. This position provides an alternative career path to employ a highly-qualified individual trained in both Biomedical Sciences and Outcomes Research in Education as a "teaching-outcomes researcher" and teaching. The individual would be responsible for developing core curricula in 1st and 2nd year undergraduate Physiology, Pharmacology and Toxicology courses that would be available to students from a range of Faculties and Departments. Curricula would include CD- and internet-based components to enable maximum effectiveness and potential for distance-learning. The teaching-researcher would bring skills necessary to teach other teachers as well as students, to evaluate teaching methods, and to research how the different modes of teaching serve the student. The teaching researcher will also contribute to development of knowledge in the area of teaching by publishing findings. The Department of Physiology and Pharmacology is a research and teaching-intensive department with 32 full-time faculty members and numerous cross-appointed faculty. The Department brings together multi-disciplinary teaching programs delivered to several Faculties at UWO and beyond, and has a long record of leadership in innovative, trans-disciplinary teaching. The atmosphere in the Department is collegial and fosters academic teaching and research collaborations between colleagues. Further information about the Department may be found at: http://www.physpharm.med.uwo.ca/. With a full-time enrollment of about 25,000, The University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events (see www.city.london.on.ca) These positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Interested candidates should send their Curriculum Vitae, a brief description of accomplishments in teaching, and the names of three referees to: Dr. James L. Henry, Chair, Department of Physiology and Pharmacology, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the position is filled.

Saskatchewan Indian Federated College

Vice-President Academic (3 year term)

The Saskatchewan Indian Federated College is a university college with AUCC membership owned by the First Nations of Saskatchewan. The SIFC offers programs in Business, Communications, English, Education, Fine Arts, Health Studies, Indian Studies, Languages, Linguistics, Nursing, Science, and Social Work on campuses located in Regina, Saskatoon, and Prince Albert and in a number of Indigenous communities across Canada. Federated with the University of Regina since 1976, the SIFC offers undergraduate and graduate university courses and programs in an environment that celebrates and affirms Indigenous cultures and knowledges. With over 2,000 students enrolled in on-campus and community-based programs, the SIFC is an innovator in the development and delivery of academic programs at both the undergraduate and graduate levels geared to meeting the unique needs of Indigenous peoples.

Position Description/Responsibilities

Reporting directly to the President, the VP Academic is a key member of the senior management team. As leader of the Academic team, which is comprised of the Campus Deans, Registrar, SIFC Librarian, and Director of the Student Success Centre, the VP is responsible for setting goals and long-range planning; developing and implementing policies and procedures; program evaluation and follow-up; ensuring consistent application of policies and procedures across the College while being cognizant of the diverse needs of the different campuses; and developing strategies for generating resources and/or revenues for the academic units.

Qualifications

The ideal candidate must have a terminal degree, demonstrated capacity for outstanding academic leadership, confirmed commitment to advancing the goals of Indigenous people, strong administrative skills, and a commitment to the development of the whole person. S/he will have a distinguished academic background with a strong research record. S/he will have superior communication skills and the ability to build relationships, to support an environment where teamwork is fundamental, and to work collegially with the SIFC community as a whole. Salary is negotiable. A strong knowledge of Indigenous cultures and/or the ability to speak an Indigenous language would be an asset.

Application

The VP Academic appointment is effective July 1, 2003 and is subject to budgetary approval. Relocation assistance will be provided if necessary. Preference will be given to First Nations persons, Aboriginal persons and other Designated group members (S.H.R.C. #E-93-13); therefore, please indicate clearly your status on your covering letter. The position will remain open until filled. When applying, please refer to Reference # VPA-02. Please submit an up-to-date Curriculum Vitae, and the names of at least three referees to:

Wes Stevenson
Vice President of Administration
Saskatchewan Indian Federated College
CW Room 118, University of Regina
Regina, SK, S4S 0A2
Fax (306) 790-5950 ext. 2200
Ph: (306) 790-5999
Email: wstevenson@sifc.edu
Website: www.sifc.edu

QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Accounting, Finance, Quantitative Methods/Management Science, Operations Management, Managerial Economics/MOT, Marketing, Human Resources/Industrial Relations and Strategy and Business Policy/Innovation/New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS:
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION:
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION:
Queen's School of Business has an outstanding reputation in its academic programs. Our M.Sc in Management and unique dual major PhD programs attract highly qualified research-oriented graduate students. For an unprecedented four consecutive years Queen's MBA for Science & Technology was ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a wide array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY:
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2004, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

Brent Gallupe, Associate Dean
Queen's School of Business, Queen's University
Goodes Hall – Rm. 346
Kingston, Ontario K7L 3N6

www.business.queensu.ca

CAREERS CARRIÈRES

■ **THE UNIVERSITY OF WESTERN ONTARIO** — The Department of Physiology and Pharmacology has developed a 3-year strategic plan for the recruitment of probationary (tenure-track) positions at the level of Assistant Professor. Outstanding candidates will be considered at a higher rank. The successful candidates will hold a PhD degree or equivalent. They will be expected to establish an independent, externally funded research program and establish collaborations with others at the University. The successful candidates will also be expected to participate in the teaching programs of the Department at the undergraduate and graduate levels. With a full-time enrolment of about 25,000, the University of Western Ontario is a research-intensive university that graduates students from a full range of academic and professional programs. The campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City". London boasts an international airport, galleries, theatre, music and sporting events (see www.city.london.on.ca). As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. The Department of Physiology and Pharmacology has 32 full time faculty members, numerous cross and joint appointed faculty in basic and clinical departments and at research institutes. There are more than 70 graduate students at the M.Sc. and PhD levels in both the Physiology and Pharmacology/Toxicology graduate programs. The Department and Faculty are equipped with state-of-the-art research facilities, including a number of recently funded CFI-infrastructure programs supporting thematic clusters. The atmosphere in the Department is collegial and there are many opportunities to establish research collaborations with colleagues. Priority will be given to candidates with research interests and expertise that will complement existing areas of research strength in the Department, including: (i) Molecular pharmacology/toxicology and receptor gated mechanisms, (ii) Signal transduction and cell communication, (iii) Cellular and molecular neuroscience, (iv) Developmental biology and reproductive physiology, (v) Cardiovascular disease and heart failure, (vi) Pain mechanisms, including genetic and neurochemical approaches. Further information may be found at: http://www.physpharm.med.uwo.ca/. These positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Dr. James L. Henry, Chair, Department of Physiology and Pharmacology, The University of Western Ontario, London, ON, Canada, N6A 5C1. Applications will be accepted until the positions are filled.

PLANNING

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for an Assistant or Associate Professor tenure track faculty position in Regional Analysis (Demographics and Economics). The candidate will have a background that demonstrates both scholarly interest and experience in the theory and practice of demographic and economic analysis in a regional development context. Professional experience in leading or managing regional analysis project is an asset, and knowledge or experience in Planning policy development is important. In addition to being able to teach Planning analysis at the regional scale, the candidate should be able to teach a broad selection of Planning courses including statistical methodology, modeling and simulation. The candidate will have a record of scholarly activity and an active research plan. The successful candidate will teach undergraduate and graduate planning students, be capable of supervising doctoral graduate student research, and conduct research. Applicants must have a PhD. The appointment will be effective January 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will begin to review applicant files on September 15, 2003. It will contact the referees of those being considered to progress into the second stage of review. It is anticipated that the final interviews will take begin in October. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

■ **THE UNIVERSITY OF WATERLOO** — Applications are invited for an Assistant Professor tenure track position in Infrastructure Planning and Transportation. This appointment may be made in the School of Planning or jointly in Planning and Civil Engineering. The candidate will have a background that demonstrates both scholarly interest and experience in the conceptualization, needs assessment for and planning of infrastructure projects and transportation facilities; skills in GIS and data management could be beneficial, in particular the various aspects of public consultation, methods for informing, engaging and involving people in decision making related to major public projects will be an asset. Applicants are expected to be able to teach and advise in the applied methods areas. The candidate should have a record of scholarly activity and an active research plan. The successful candidate will teach undergraduate and graduate students, be capable of supervising masters and doctoral graduate student research, and conduct research in the area of transportation and infrastructure planning as it relates to the natural, human and built environment. Applicants must have a PhD, and hold or qualify for P.Eng and/or MCIP. The appointment will be effective July 1, 2004. Applications must include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a sample of selected recent scholarly work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, and CV. The committee will begin to review applicant files after September 15, 2003; it will contact the referees of those being considered to progress into the second stage of review; this will be followed by on-campus interviews for selected individuals. Dr. Ross T. Newkirk, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1, Newkirk@watserv1.uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. There is a Watershed Analysis and Planning Laboratory in the School of Planning, and research groups and labs in the Faculty, including a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be give priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds.

POLITICAL SCIENCE

■ **YORK UNIVERSITY** — Applications are invited for a tenure track appointment at the Assistant Professor level in Canadian Politics, with a preference for a specialization in public policy and administration or democratic governance. Candidates are expected to demonstrate the promise of excellence in both scholarship and teaching at the undergraduate and graduate levels. Excellence in teaching should include an ability to respond pedagogically to York's diverse student body. The successful candidate will have a completed PhD. The position, to commence July 1, 2004, is subject to budgetary approval. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, and persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Political Science welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/ acadjobs/index.htm or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Applicants should submit a curriculum vitae, appropriate samples of their scholarship and teaching evaluations, and arrange to have three letters of reference sent to: Professor Isabella Bakker, Chair, Department of Political Science, Room 5672, Ross Building, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Deadline for applications: September 30, 2003.

PSYCHOLOGY

■ **YORK UNIVERSITY** in Toronto is seeking applications for a tenure-track position in Clinical-Developmental Psychology at the Assistant Professor level. York's Psychology Department (Arts) is one of the largest in North America, and offers doctoral programs in a number of areas. Our Clinical-Developmental Program is CPA- and APA-accredited, and its faculty are a diverse and dynamic group of scientists/practitioners. Candidates should have a promising publication record and program of research with a specialization in an area of disability, such as Learning Disabilities, Attention Deficit Hyperactivity Disorder, Head Injury, or Disruptive/Behavioral Disorders, and a Cognitive Developmental, Neurodevelopmental or Environmental perspective. Excellent candidates with specific interests in other areas, such as Intervention, Prevention, Program Evaluation, or other areas of child and adolescent psychology will also be considered. Graduate and undergraduate teaching and supervision in these areas will be expected. A PhD in Psychology is required, and applicants must be eligible for registration with the College of Psychologists of Ontario. The position will be available July 1, 2004, but an earlier start date is negotiable. Review of applications will begin September 15, 2003 and continue until the position is filled. Enquiries and applications with curriculum vitae, three letters of reference, and relevant reprints should be directed to Tha Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3; e-mail the Assistant to the Chair apestano@yorku.ca; fax (416) 736-5814; phone: (416) 736 5116. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Psychology Department welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority. All positions at York University are subject to budget approval.

RELIGIOUS STUDIES

■ **ST. ANDREW'S COLLEGE & ST. STEPHEN'S COLLEGE** with campuses in Saskatoon and Edmonton, is currently seeking a President. Details about the position descrip-

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énoncant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

La *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005, tél: (202)737-5900.

Tarifs de publicité

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Ad Deadlines 2003–2004

The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/03	August 14/03
October	September 9/03	September 16/03
November	October 8/03	October 15/03
December	November 7/03	November 14/03
January	December 2/03	December 9/03
February	January 8/04	January 15/04
March	February 9/04	February 16/04
April	March 8/04	March 15/04
May	April 7/04	April 14/04
June	May 7/04	May 14/04

No changes or cancellations after the deadline

Dates limites 2003–2004

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, sauf juillet et août.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2003	14 août 2003
Octobre	9 septembre 2003	16 septembre 2003
Novembre	8 octobre 2003	15 octobre 2003
Décembre	7 novembre 2003	14 novembre 2003
Janvier	2 décembre 2003	9 décembre 2003
Février	8 janvier 2004	15 janvier 2004
Mars	9 février 2004	16 février 2004
Avril	8 mars 2004	15 mars 2004
Mai	7 avril 2004	14 avril 2004
Juin	7 mai 2004	14 mai 2004

Il n'y a aucune modification ou annulation après la date limite

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CAREERS CARRIÈRES

tion, the application process, and the application deadline are available at either of our web sites: www.usask.ca/stu/standrews or www.ualberta.ca/St.Stephens/.

SOCIAL WORK

■ **WILFRID LAURIER UNIVERSITY** — The Faculty of Social Work invites applications for the Lyle S. Hallman Chair in Child and Family Welfare. Candidates should have a graduate degree in social work and a PhD in social work or a related field. Candidates should also have a demonstrated excellence in research, teaching and supervision of doctoral students in the field of child and family welfare. Ideally the successful candidate will be eligible for appointment at the rank of Professor. The Chair will conduct research, apply for grants, and teach Faculty of Social Work PhD and MSW students. He or she will work within the Faculty to develop courses and organize workshops, presentations and conferences. The Chair will be responsible to disseminate information to other academics, professionals and service providers in Canada and internationally regarding prevention in the area of child and family welfare. On a bi-annual basis the Chair will provide progress reports to the donor. The University is committed to employment equity and welcomes applications from all qualified women and men including persons in a visible minority, persons with disabilities, and aboriginal people. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The candidate will be appointed with tenure for a five-year renewable term. If possible the appointment will be effective September 1, 2003. Please submit applications to Professor Luke J. Fusco, Dean, Faculty of Social Work, Wilfrid Laurier University, Waterloo, ON N2L 3C5 by June 30, 2003.

SOCIOLOGY

■ **THE UNIVERSITY OF SASKATCHEWAN** — The Department of Sociology invites applications for a full-time, tenure-track position. The starting date is negotiable, to begin any time on or after July 1, 2003. The position requires a person with specialization in the area of the Sociology of health care, health, and illness. It is at the rank of Assistant Professor, though consideration may also be given in special cases to candidates who qualify for the Associate Professor rank. We are seeking a candidate with expertise on the socio-cultural determinants of population health, health policy, Aboriginal health, or gender and health, as well as experience and expertise in research methods and data analysis skills. Demonstrated experience in and commitment to interdisciplinary research is also desirable. Our objective is to recruit a new faculty member who will actively seek external research grant support, including salary support funds, from the new Canadian Institutes for Health Research, and other research councils and agencies. The successful candidate will also be actively involved in developing our undergraduate and graduate programs in this area. A completed doctoral degree is required along with demonstrated record of excellence in teaching, and a demonstrated record of obtaining research funding and high research productivity, or the demonstrable potential to develop such a record. Applications, including a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work, and any available teaching evaluations, should be sent to: Head, Department of Sociology, University of Saskatchewan, 1015-9 Campus Drive, Saskatoon, SK S7N 5A5, Phone (306) 966-6925, Fax (306) 966-6950. Applicants should also arrange for three reference letters to be sent to the same address or fax number. Applications will be accepted until the position is filled. More information about the Department of Sociology and its programs can be found at www.arts.usask.ca/sociology/.

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice at the rank of Assistant Professor commencing July 1, 2004. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

SPORT & LEISURE MANAGEMENT

■ **THE UNIVERSITY OF WINDSOR** invites applications for a tenure-track faculty position in the Department of Kinesiology in Sport Management/Leisure Management at the rank of Assistant or Associate Professor commencing July 1, 2004. This position is subject to final budgetary approval. Contact: Dr. James Weese, Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: jweese@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

TOURISM MANAGEMENT

■ **THE UNIVERSITY OF CALGARY** — The Haskayne School of Business is seeking qualified candidates with a completed, or nearly completed, PhD in tourism management to fill an assistant professor tenure-track position. Please refer to the University of Calgary combo display ad for more information. To see all University of Calgary academic career opportunities, please visit www.ucalgary.ca/HR/career.

VISUAL ARTS

■ **SIR WILFRED GRENFELL COLLEGE (MEMORIAL UNIVERSITY OF NEWFOUNDLAND)** — Two (2) 4.5-month teaching appointments, winter 2004. Expertise in two of the following required: Painting, Drawing, Foundation 2D Design and Water Based Silk-screen. Undergraduate teaching experience, working knowledge of traditional methods, contemporary issues and practices, and safe studio practices is essential. M.F.A. or equivalent required. Send exhibition record, teaching philosophy, and slides of recent work with application. All appointments are subject to budgetary approval. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Applications will be accepted until August 15 or until the positions are filled. A letter indicating the position applied for, as well as a curriculum vitae, teaching dossier, other materials where specified, and the names of three references should be sent to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL, A2H 6P9, Telephone: 709-637-6231, Fax: 709-637-6218. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

ACCOMMODATIONS

■ **OTTAWA** — Seeking to exchange comfortable air-conditioned house, two-car garage, 3 bedrooms, study, at Mooney's Bay near Carleton University, for quiet apartment or house in Vancouver for July/ August. Preferably near City Archives. Tel: (613) 523-6928, E-mail: dv920@ncf.ca.

■ **TORONTO** — Furnished apartment in duplex, Little Italy neighborhood, 2 bedrooms + study, parking, laundry, yard. $1400 inclusive; Jan-Dec'04 (available Sept '03); sfogel @watarts.uwaterloo.ca, 1-698-930-9342.

■ **STRATFORD (ONTARIO)** — Vacation Property to Rent: Unique, Independent accommodation. Converted country schoolhouse (1906) on lovely 1 acre, 20 min. to Festival theatres, 2 bedrooms, fully equipped kitchen. From $75/night; weekend, weekly, monthly rates. Call 519-475-6470 or email infobennington@yahoo.ca.

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■ **MONTREAL** — Beautiful Upper Duplex to sublet in popular NDG near Monkland. 3 BR + Office, reno kitchen w/new fridge and stove, most furnishings included, pets allowed, HW floors, lots of charm. Parking included. Safe neighbourhood close to shops, restaurants, metro, bus. Only 10 min drive to downtown. Perfect for a couple or family. Available August 1st/ 03 - July 1st/04. Start date negotiable. $1300/month. Call Leigh Turner at 514-398-4239 or 514-489-6694. Email: leigh.turner@mcgill.ca.

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The University College of the Cariboo invites applications for the following position:

FACULTY MEMBER
PSYCHOLOGY
Sessional
Competition #03-051

For further information about this position, please visit our website at:

http://www.cariboo.bc.ca/hr/job.htm

We wish to thank all applicants; however, only those under consideration will be contacted.

THE UNIVERSITY COLLEGE OF THE CARIBOO

The University College of the Cariboo (UCC) is a regional institution serving south-central BC from a main campus located in Kamloops, just three and one-half hours by freeway from Vancouver. UCC features outstanding student and community facilities on a spectacular university-style campus, overlooking this dynamic and growing city of 80,000 residents. Almost 8,500 students now attend UCC to study in one of our 10 university degree programs or 50 different diploma and certificate programs, many of them unique in the province.

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UCC THE TOTAL EXPERIENCE — KAMLOOPS, BRITISH COLUMBIA

The University College of the Cariboo invites applications for the following position:

FACULTY MEMBER
BIOLOGICAL SCIENCES
Sessional
Competition #03-050

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INDIGENOUS PEOPLES' HEALTH RESEARCH CENTRE
IPHRC
Saskatchewan Indian Federated College
University of Regina • University of Saskatchewan

Ethicist/Grant Writer

The IPHRC has an opportunity for an Ethicist/Grant Writer. The successful Ethicist/Grant Writer incumbent will join the developing team of Aboriginal health researchers with the IPHRC. The IPHRC is a collaboration between the Saskatchewan Indian Federated College, the University of Regina and the University of Saskatchewan, with broad support from various health boards and Aboriginal health organizations. The program is supported by the Institute for Aboriginal Peoples Health (IAPH), one of the Institutes of the Canadian Institutes of Health Research (CIHR) and the Provincial Government. Funding provided to the IPHRC is primarily focused on building leadership and capacity in health research among Aboriginal people, communities and institutions. The IPHRC is developing a research environment with a focus on the following four theme areas:

1. Chronic Diseases, nutrition and life style;
2. Indigenous Healing: addiction (including FAS), mental health and the judicial system;
3. Health delivery and control (includes ethics, community development and governance);
4. Prevention and environment health.

Position Description/Responsibilities
As a member of the IPHRC, the Ethicist/Grant Writer will be an essential component of the IPHRC team and will be responsible for the creation and implementation of ethical guidelines, procedures and documents as well as providing leadership or guidance on all ethics approval documents associated with the work of the IPHRC. Collaborating and helping with the development and writing of grant applications will also be an important responsibility in this position. All projects undertaken by the IPHRC shall be in cooperation with communities and will emphasize capacity building in health research in individuals, communities and institutions. Therefore, essential ethical principles must be institutionalized within the IPHRC to promote Aboriginal health research that meets the highest standard. The successful candidate will monitor, analyze, and evaluate ethical issues pertaining to Aboriginal health and health research.

Qualifications
The preferred candidate will hold a PhD or equivalent in a health/social science field or related area and have extensive experience in ethical consultation and through national granting agency ethics reviews in a health related sector.

Application
Interested candidates are asked to submit a covering letter, outlining their program development experience, a full CV, the names and contact information of three individuals who are in a position to provide a professional reference on personal experience related to Aboriginal Health research capacity development. Preference will be given to First Nations, Aboriginal, and other designated group members (S.H.R.C. #E93-13); therefore, please also indicate your status on your cover letter. Applications will be accepted until June 30, 2003 or until position is filled. Please submit to:

Dr. Ralph Nilson — Interim Director
160-10 Research Drive,
Regina, SK S4S 7J7
Email: nilson@sifc.edu
Phone: (306) 585-4876
Fax: (306) 585-5694
Website: http://www.sifc.edu

CHAIR, DEPARTMENT OF PHILOSOPHY
COLLEGE OF ARTS

The University of Guelph invites applications and nominations for the position of Chair of the Department of Philosophy. Associate Professors and Full Professors are encouraged to apply. The position will be available July 1, 2004. Candidates should have an excellent research and teaching record and proven administrative experience.

Philosophy offers strong B.A. and M.A. programs and, with McMaster and Wilfrid Laurier Universities, collaborates in a longstanding joint PhD program. The Department has a strong commitment to research and strength in analytic, continental, historical and contemporary philosophy and encourages candidates whose research complements or integrates these strengths. The Department has two administrative staff members, approximately 30 graduate students, 140 undergraduate majors, and 2500 undergraduate course enrolments. This is a period of growth and renewal for the Department of Philosophy; its current complement of faculty is 18, including a number of recent hires.

Salary will be commensurate with qualifications and experience. The teaching load for Chairs is negotiable.

The University of Guelph is renowned in Canada and around the world as a research-intensive and learner-centred institution and for its commitment to open learning, internationalism and collaboration. Our vision is to be Canada's leader in creating, transmitting and applying knowledge to improve the social, cultural and economic quality of life of people in Canada and around the world. Further information on the University is available on its website at www.uoguelph.ca.

Applications and nominations accompanied by a curriculum vitae and the names and addresses of three referees should be submitted to: **Professor Jacqueline Murray, Dean, College of Arts, University of Guelph, Guelph, Ontario, N1G 2W1**, Fax: 519-837-1315, or email, jacquelinemurray@uoguelph.ca. Deadline for receipt of applications is **September 30, 2003** or until a suitable candidate is found.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

UNIVERSITY of GUELPH

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COMMENTARY
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First, Kill All the Administrators

What do we need administrators for anyway? Most faculty members believe that their lives would be so much easier if only administrators would get out of the way and let them get on with the job. Heaven, they think, would be a university without any administrators at all, except, of course, those in charge of payroll.

By STANLEY FISH

WHEN budget woes hit the State of Illinois last year, among the early suggestions made — first by the Chicago Tribune and later by the Democratic candidate for governor (since elected) — was to cut the "administrative bloat" at the University of Illinois. What do we need administrators for anyway? They don't do anything except get in the way of the business of teaching by building ever more byzantine structures designed chiefly to provide cushy jobs for still more administrators.

Although these and similar statements were obviously the opening shots in a campaign whose aim was to erode state support for higher education (in many states privatization has just about occurred although blustery citizens and hypocritical lawmakers continue to claim that everything we do is made possible by tax dollars), many faculty members nodded their tonsured heads sagely and said, Yes, what do we need administrators for anyway?

No matter how bad things get and no matter how many villains are available for blame, given the choice, professors will go with administrators every time. Indeed, despised and scorned though they may be, administrators play a crucial role in the psychological economy of faculty members who wish to avoid responsibility for their own failures.

Can't write? It must be because my department head or my dean is making life unbearable for me. Get bad teaching evaluations? It must be because I have been assigned to the wrong course, or forced to teach it in an unsuitable room, or required to teach at a time when my biorhythms are out of whack. Trouble getting along with colleagues? It must be because some administrator has turned them against me. Low salary? It must be because my supervisor is not smart enough to appreciate my true worth. Didn't get promoted? It must be because my file was not carefully prepared and vigorously presented.

BUT IF ADMINISTRATION is not make-work for mindless bureaucrats and burned-out scholars who make bad decisions about their betters, what is it? The answer is that administration is, at its heart, an intellectual task. Right now, for example, my colleagues and I are faced with the following situation. Last year the campus budget took a hit of about 10 percent, or more than $41 million. Days ago it was reported that a similar or even larger hit is expected in the near future. At the moment the college's revenues (95 per cent state dollars) total about $53 million, of which $48 million is earmarked for salaries.

That leaves $5 million for everything else — operating expenses, new programs, new hires, additional instruction, etc. Obviously, an additional cut of 10 or 12 per cent would leave us unable either to pay the salaries already on the books or to provide the instruction mandated by the same folks who would be mandating the cut. (Political officials keep making statements about "fat" and scraping the "bottom of the barrel," but they are either ignorant or dishonest or both; there is no fat, and the barrel was scraped clean some time ago.) Meanwhile — that is, before these events unfolded — we began a modest number of searches based on budget projections that will soon no longer apply. A few of them have succeeded; a few have failed; the rest are in process. What do we do?

What makes this problem more complicated and intractable than the problems we face as academics is the difficulty of getting a handle on it. Since the budget figures constitute a moving target, they cannot be used to determine what wiggle room, if any, we have when thinking about the searches that have not yet concluded. Should we cancel all of them and display fiscal prudence in a climate that will applaud it but probably not reward it? Should we let the searches play out and see what happens, and risk being thought irresponsible by those with the power to determine our fate? Should we let some continue and cancel others and then look forward to many hours (and days and months) of explaining the basis — sure to be varied and conceptually incoherent — of selection?

What, in fact, should be the basis of selection? Should we use what little we have to strengthen departments already strong? Should we shore up weak departments on the reasoning that this may be their last chance for a while to get any help? Should we save drowning departments or, in a Darwinian mood, let them go under? Should we put our money where our mouths are and stand up for diversity, or should we pass the diversity baton upward in the hope that someone in the yet-higher administration will feel the political pressure and do the right thing?

By the time you read this, we shall have moved, crabwise, to something like a resolution, and then we will spend the next three years watching the results that will tell us whether it was the right one — that is, whether we disappointed the right people.

To be sure, not all situations that administrators face are that momentous or dramatic, but almost all of them involve problems of coordination that require calculations of incredible delicacy made in relation to numerous (and sometimes potentially conflicting) institutional goals and obligations. To whom shall we assign space, that most precious of academic commodities? How shall we adjudicate among the need for more offices, more labs, more homes for interdisciplinary work, more student and faculty lounges? If space becomes available in a remote building, should we provide relief to a space-poor department by sending some of its members to that outpost, or would that relief be the cause of even greater ills (loss of community, divided government, etc.)?

ANOTHER SET OF issues lies at the intersection of the professional and the personal. A complaint is made by a faculty member against his or her chairman. The matter is not so grave as to constitute a grievance within the university guidelines, but is serious enough to threaten the internal health of the department. Do you speak to each of the parties separately and set yourself up as a judge of conflicting evidence, or do you call them both in and practice therapy without a license? Should you be attentive to the human dimension of the situation and worry about who is feeling pain about what, or should you be responsive only to the needs of the institution and settle for a truce that leaves everyone's hostile emotions in place?

One of the responsibilities of the dean's office in my college is setting admissions standards. Should we raise them? If we do, we will please those departments that complain about remedial courses taking up too much of their resources, but we will alarm those who believe that as an urban university we are obligated to accept students disadvantaged by a secondary-school system in disarray.

And there is the numbers question. Can we afford to raise standards if the result might be an entering class smaller than the number we need to justify the size of our current operation, or alternatively, if we already have more students than we can handle (which is, in fact, our situation), can we afford not to raise standards? Whatever we do, what will be the effect on other colleges depending on us to populate their courses? How will whatever we do look in comparison with our competitors, both local and national? What will the legislators think (perhaps a question with too generous a presupposition)? What will the trustees think? What will the citizens and parents of Chicago and Illinois think? What will the chancellor and the provost and the Academic Senate think?

My point, I trust, is obvious: In the course of making a decision, an administrator must perform a complex act of taking into account any number of goals (short and long range), constituencies, interests, opportunities, costs, dangers. At every point in a somewhat abstract calculation he or she must keep constantly in mind the forces and resources that must be marshaled if the course of action decided upon is to be implemented in a way that leaves intact one's ability to deal flexibly with the next situation, and the next, and the next.

This is what I meant when I said earlier that administration is an intellectual task: It requires the capacity to sift through mounds of data while at the same time continually relating what the data reveal to the general principles and aspirations of the enterprise. And this is so even in the apparently simple case of fund raising. I say simple because on the face of it, both the point and the strategy of fund raising seem unproblematic: Go out and get the money and then use it.

But suppose the money you're offered is intended for a use not strongly tied to the core of your operation as you see it? What if someone will give you big bucks to set up program X, and program X is legitimately an academic one, but really doesn't tie into the programs you've already got going? The temptation will be to take the money and run with it. But something that doesn't fit will leech energy away from what you've been doing. Rather than enhancing the enterprise, it might well deform it, even though on the surface it seems to be an addition of the kind all administrators seek — more support, more faculty, more to brag about. Better perhaps to just say no, a resolve especially difficult when someone is giving you something for what appears to be nothing, making you an offer it would seem you can't refuse.

SO, ONCE AGAIN, what do you need administrators for, anyway? You need administrators to develop and put in place and, yes, administer the policies and procedures that enable those who scorn them to do the work they consider so much more valuable than the work of administration.

Most faculty members believe that their lives would be so much easier if only administrators would get out of the way and let them get on with the job. Heaven, they think, would be a university without any administrators at all, except, of course, those in charge of payroll. The truth is that if it weren't for administrators, there would be no class schedules and therefore no classes to teach, no admissions office and therefore no students to dazzle, no facilities management and therefore no laboratories to work in, no tenure process and therefore no security of employment, no budget officers and therefore no money for equipment, travel, lectures, and teaching awards.

James I of England once famously (and prophetically) said, "No bishops, no king." I say, no administrators, no life of the mind. ■

Stanley Fish is dean of the College of Liberal Arts and Sciences at the University of Illinois at Chicago. He writes a monthly column on campus politics and academic careers for The Chronicle of Higher Education's Career Network, where this article first appeared. Reprinted from, with permission of the author and the publisher, The Chronicle of Higher Education, April 4, 2003.

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